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ABSTRACT

In this report are described projects and activities undertaken by ACTION's volunteer programs in 1977. The first section concentrates on reviews conducted, including a major review of ACTION's domestic volunteer programs and the management systems supporting them and an assessment of its programs using the Zero-Base Budget approach called for by President Carter. Peace Corps activities are then reviewed for these regions: North Africa, Near East Asia, the Pacific; Latin America, and Africa. Charts summarize (1) basic human needs of the host countries and the number of volunteers serving them, (2) volunteers serving in all host countries from 1962-77, (3) education and age profile of volunteers and trainees, and (4) Peace Corps budget. A section on domestic volunteer programs describes activities of VISTA, University Year for ACTION, Youth Challenge Program, National Student Volunteer Program, and Older Americans Volunteer Programs. Activities of support offices are then overviewed. The report concludes with descriptions of some new ACTION projects, including these: Zero-Base Paperwork, Johnstown Flood Relief, Former Volunteer, Personal Representative Service System, Fixed Income Counseling, Women's Program, and Workplace Democracy. Appropriate tables supplement content. (YLB)

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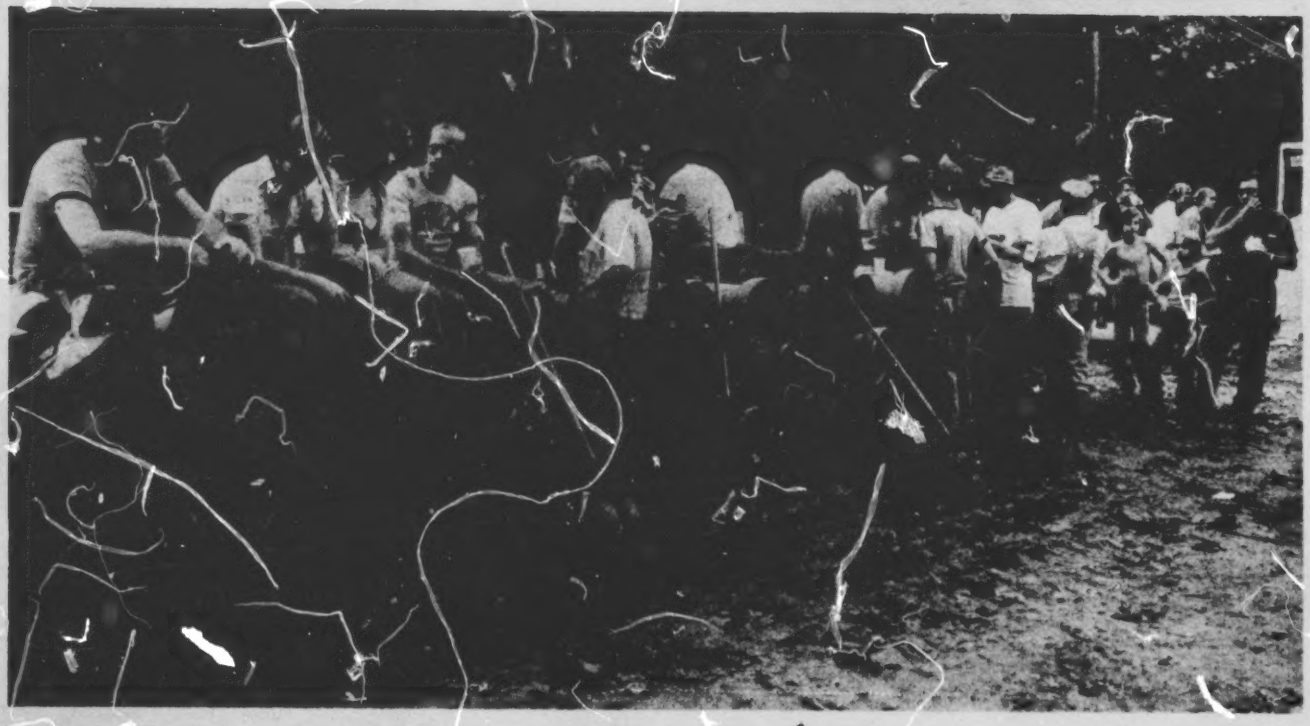
Johnstown Flood Relief,
August 13, 1977



Director's Introduction

For the last seven months of FY 77, we have been involved in intense activity aimed at discovering what changes are needed for ACTION. in response to the President's principles of reorganization and to our own need to get a thorough understanding of the status of the Agency, we engaged outside citizens and field and headquarters staff in a process to determine the current status of ACTION's programs, what changes should be made to make them more effective, and how to achieve those changes.

That review process is now complete. It has produced an agenda for the Agency. That agenda and the process that led to it are described in this report.

It is an ambitious agenda for ACTION's programs and organization. it will require continuing thought, some changes in directions and legislation, and the active participation of all staff.

The purpose of this report is to describe the current direction and outline some new directions. Along with our own ideas, we intend to reconsider ideas discarded over the past decade which represent the essence of the work that volunteers can and should be doing in America and in developing nations around the world.

Sam Brown

Sam Brown
Director

Reviews: New Initiatives

Citizens' Review Project

In April, a major review of ACTION's domestic volunteer programs and the management systems which support them was initiated. Between April 18 and May 31, over 150 citizens and 20 certified public accountants volunteered their time to review the Agency's programs, priorities and operations. These citizens' review committees, one in each of the 10 Federal regions, visited and talked to people involved with VISTA, RSVP, UYA, FGP and SCP projects all across the United States.

The review had two purposes:

1) to conduct an inventory of ACTION programs and to determine how they relate to community needs, and
2) to review the current status of agency structures and systems in the field to determine whether they help or hinder the delivery of programs.

A citizens' committee established in each regional city, was composed of community leaders who are respected by the constituencies that ACTION programs serve and of representatives of ACTION sponsoring organizations. A local citizen was chosen to serve as the regional project director. The staffing team also included a former ACTION volunteer, a member of the Washington ACTION staff who served as a liaison between the committee and headquarters, and several members of a major management/consultant/accounting firm located in that city.

Each committee wrote a report describing the positive and negative elements of local and regional ACTION programs that they had discovered during the review.

These 10 regional reports were sent to the national project staff in Washington to be summarized. The verdict was harsh:

- ACTION had no central and unifying mission.
- The existing organizational and staffing patterns worked against effective implementation of ACTION programs so that the many committed and talented staff of the Agency felt restricted.
- The administrative functions were excessive and generally produced data that was either useless or unused.
- The number of minority people who participate in ACTION-sponsored programs was so low as to suggest an institutional bias.
- ACTION programs were not visible in the communities where they are located.

The Citizens' Review Project demonstrated that the public could help to conduct the public's business by pinpointing problems that are sometimes difficult to define from within. From the beginning of the project on April 12, when committee representatives met with President Carter, to the concluding conference in June to examine the draft summary of the final report, ACTION received enthusiastic scrutiny and thoughtful examination by these representatives of the American people. If the management/consultant time were computed into dollars, it would equal about 1/3 million dollars. The citizens' time was of equal value because of the unique perspective of community experience and independence which they brought to the project.

After the final reports were drafted, giving this community perspective of the citizens, the reports were examined thoroughly by the employees at ACTION headquarters, with copies going to all the regional offices for field staff reaction.

Task forces on the major themes mentioned by the citizens — Mission, Planning, Programming, Evaluation, Training, Volunteer/Program Support, Recruitment, Fiscal Services, Public and Congressional Affairs, Management Information Systems and Paperwork—were formed by employees from all offices of the Agency. An additional task force on Organizational and Personnel Functions was formed by the Senior Staff. Each task force compiled a report on its subject. Also, six work groups of Service Center, Regional and State office employees came to Washington to discuss and critique the task force reports. After a final review by the headquarters task forces, the Agency's Senior Staff held a retreat at Harper's Ferry, WV, to develop the policies and new directions for ACTION based on the proposals and suggestions of the citizens and employees.

The following policy statements and directions are the result of this unique review process:

Restructuring

The lack of a unifying sense of mission caused confusion both in the Agency and in the general public's understanding of what ACTION's pro-

grams accomplish. The existing statements of mission explained a coalition of diverse programs, but there was no communal feeling. To rectify this, three central elements were identified. ACTION will:

mobilize people for voluntary action

change conditions

evoke creative spirit

These were woven into this mission statement:

> The mission of ACTION is to mobilize people for voluntary action at home and abroad to change the conditions that deny fulfillment of human needs by calling on the best and most creative instincts of the human spirit.

This is a statement of the Agency's policy today. It will change. It should change as the Agency and the world change.

In the past, the emphasis has been on mobilizing volunteers. ACTION is now focusing on the important task of working to eliminate the conditions that oppress people. All of the programs have impact and that impact needs to be examined carefully. Do programs meet basic human needs? If they do not, projects should be redesigned to assure that they do. It is this part of the mission that will be central to this Agency over the next few years.

What this statement means for the programs is that:

- In the Peace Corps, increased numbers of volunteers will work in programs that meet basic human needs in the areas of health/nutrition, and food/water.
- In VISTA, volunteers will work to strengthen and stimulate self-help community efforts which are focused on eliminating the problems of poverty and powerlessness.
- In UYA and YCP (a program for high school students and young people), volunteer assignments will reflect the same priorities as VISTA.
- In RSVP, emphasis will be on volunteer projects that offer older citizens the opportunity to combat problems related to basic human needs.
- In SCP, whenever possible volunteers will work to keep people out of institutions which rob them of their humanity, such as nursing homes and state mental hospitals.
- In FGP, volunteers will develop ways to deinstitutionalize children whenever possible and find ways to serve those in institutions when release is not possible.

The encumbering organizational and staffing patterns identified by both citizens and employees called for a serious restructuring of human and program resources. The framework of the restructuring comes from President Carter's criteria for reorganization:

1. Eliminate unnecessary government structures
2. Increase effectiveness of government structures
3. Eliminate duplication and overlapping of responsibilities
4. Reduce the number of policy statements and guidelines
5. Make decisions at the lowest possible level
6. Increase accountability
7. Improve the relationship between federal and local governments
8. Simplify government structures

Four others developed within the Agency include:

1. Democratizing decision-making
2. Investing staff time in improving programs rather than in battles over reorganization
3. Treating employees humanely and decently in any changes which must be made
4. Generating new opportunities within the Agency

The structural changes which will take place under this philosophy are:

- Program authority will be shifted from the regional offices to the state offices which are the units closest to clients, volunteers, project sponsors, local citizens and groups as yet unserved by ACTION programs. This is in line with the idea that decisions should be made at the level closest to the place where programs are delivered.
- State offices will serve as the operating units, with project approval, budget obligation authority, technical assistance and project development. Regional offices will

provide administrative support and back-up to the state offices. This transition will take place on a phased basis, on a timetable established by states and their regional office.

- Budget obligation authority will be turned over to the program managers so that real accountability will lie with the programs. A budget office position will be established in each program to provide this capability. The Office of Policy and Planning/Budget Division will continue planning and monitoring budget activities.
- Volunteer training will become the responsibility of each program.

Further changes are as follows:

Recruitment

As of September 1, 1977, an Office of Recruitment was established to allow for a coordinated recruitment and public awareness effort in responding to the trainee needs of both the Peace Corps and VISTA.

Given programming changes which will focus on basic human needs categories, and the anticipated growth of both the Peace Corps and VISTA during the next few years, there will be an increased emphasis on attracting applicants with broader backgrounds and a genuine interest in poverty-related issues, in addition to applicants with specialized skills.

The changes anticipated with the shift in the recruitment/communications focus will include a series of modifications of recruitment techniques in an effort to fill *all* of the requests for volunteers. The components are:

- volunteer goal numbers established jointly each year by agreement between Recruitment and Peace Corps/VISTA;
- a Communications Board consisting of field and headquarters staff was established for the planning and implementation of press and public information campaigns which will define ACTION's programs to the public;
- use of Strategy Contractors (university people who have first-hand knowledge of the work of volunteers, and who help recruit for specific skills on the campuses);
- former volunteers will be used to speak to groups about their experiences, to generate interest in both Peace Corps and VISTA programs.

There will be a major agency-wide emphasis on the recruitment of minorities. The components are:

- new programs and projects which are more attractive to minority applicants are being developed;
- Recruitment is currently identifying minority volunteers who have recently completed service or will complete service in the near future who might be interested in working as recruiters;
- one of the major ad campaigns this year is being geared specifically to increase minority involvement and interest in ACTION programs;
- reference forms are being changed to include both English and Spanish instructions.

The creation of pools of applicants who can be assigned as they are needed in the field will insure a more rapid response.

Unnecessarily rigid medical and legal restrictions will be reduced in order to simplify and shorten the time between application and placement of a volunteer.

Task Force on Innovation

There are many good ideas floating around the campuses, neighborhoods, legislative bodies, living rooms and volunteer programs both here and in other parts of the world. ACTION should be a place where these ideas can be heard and hopefully tested.

Over the next few years, ACTION expects to undertake a number of experimental programs like the short-term volunteer proprams being explored by the Office of Policy and Planning.

To encourage and coordinate such demonstrations, a Task Force on Innovation will be established with two major responsibilities: to entertain proposals for innovative projects and determine if they should be field-tested; and, to review demonstration projects that have been tested to determine whether and how they should be institutionalized.

Office of Voluntary Citizen Participation

It is important to show that volunteers can have an effect on eliminating the causes of social ills rather than just the symptoms. Therefore, the Office of Voluntary Citizen Participation will assist and support a diversity of voluntary action, both public and private, at home and abroad.

While realizing the limitations of its resources and capabilities, it will defend and maintain the right of citizens to work within a wide range of economic, political and social programs. The Office will encourage the broadest possible definition of voluntary action and actively promote the spirit of volunteering. It will work to broaden the overall opportunity for voluntary action within all segments of society and to mobilize and combine private and governmental resources. OVCP will also serve to safeguard voluntary citizen participation from over-regulation by the government.

Specific functions of the Office of Voluntary Citizen Participation to accomplish its objectives are:

- Statewide grants which will be improved and related to ACTION's mission;
- Minigrants to community groups for which ACTION has requested increased resources will be used as a catalyst for innovation. Notable successes will be "spun off" to private foundations and corporations for support;
- Technical assistance delivery is improved use of private non-governmental resources as well as assistance to other Federal agencies, and work with universities and foundations;
- International assistance which will include functions not handled by the Peace Corps. It will work with developing nations on projects where their expertise could benefit the U.S., and in general will seek to return to this country some of the learning from the international aspects of our work;
- Inter-agency assistance which will stimulate the effective use of voluntary involvement in the Federal government and serve as an advocate in voluntary citizen participation. This office will also help better respond to the interest of the President, the First Lady and the Vice President in making government more caring and humane through voluntary involvement.

Zero-Base Budgeting

Presiednt Carter's directive that the FY'79 budget submission be prepared using the Zero-Base Budget (ZBB) approach is based on the principle that no program deserves funding in the future simply because it has been funded in the past. This process gave ACTION the opportunity to judge each of its programs against the broader mission and goals of the Agency.

In preparation for the ZBB process, a work group developed procedures by which to implement ZBB and a planning and program development approach which focused on meeting basic human needs. This approach was based on the premise that meeting the primary needs of disadvantaged people must be the emphasis of the work done by ACTION volunteers. Therefore, programs should be judged on the impact they have on the most basic of those human needs, which are health and nutrition, food and water, knowledge and skills, economic development/income, housing, energy/conservation, legal rights, and community services. These categories represent basic elements needed to sustain life and also to insure that lives are meaningful and can be improved.

ZBB is designed to assist managers to rethink budget priorities and to integrate budgeting and planning, program focus and evaluation. The additional dimension of basic human needs as a focus for planning and program development provides specific policy guidance to managers at all levels.

These strategies reflect the strong belief of management that an Agency which relies on the volunteer spirit to carry out its programs can mobilize people who share both that spirit and a concern for human needs.

Peace Corps

The Peace Corps is a unique development program. Its resource is people. For 16 years, Peace Corps volunteers have been pioneers—many of them working at the village level and using "appropriate technology" to meet the basic human needs of the people of the Third World countries where they have served. Peace Corps volunteers, sensitive to the fact that host countries desire to define their own goals, work in and for host country programs.

Today the Peace Corps is made up of 6,000 Americans of all ages who work at the request of 63 nations in Africa, Latin America and Asia. More than 70,000 volunteers have served since the Peace Corps was established in 1961. Returned volunteers now play key roles in the United States—in government, education, business, international institutions and in their home communities. Their intimate knowledge of the Third World is a resource to our nation.

The Peace Corps was founded in 1961 with three clearly stated goals: to provide trained manpower to requesting countries; to promote understanding of the American people on the part of the people of other countries; and to promote the understanding of the people of other countries on the part of Americans.

The Peace Corps has been and remains unique among U.S. government programs overseas: its volunteers are not employees or officials of our government but representatives of the American people; they work in small-scale projects which do not require funding by the U.S. government; they receive no salary but only a subsistence allowance sufficient to allow them to live at the level of their host counterparts; and they are the only U.S. government-sponsored Americans in the Third World who live 24 hours a day among the people they serve.

During the years since the Peace Corps was founded, the world has changed and the Peace Corps also has changed. In the past ten years, it has dwindled significantly in size—from a high of 15,000 volunteers in 1968. Over the past seven years it increasingly has placed emphasis on providing highly-trained technicians and specialists to host countries.

The move toward a smaller and more highly technical Peace Corps came about gradually, in part because government-sponsored service during the late 60's and early 70's became less attractive to many young Americans who, until that time, had been the principal source of volunteers; and in part because, during those years, a number of countries stopped requesting U.S. volunteers. In addition, those responsible for the Peace Corps during that period believed the U.S. could best serve the Third World by providing technicians.

A different view is taken by present Peace Corps leadership, and during FY 1977, these trends began to be reversed. As more young Americans expressed interest in serving and as a number of countries showed renewed interest in receiving volunteers with a wide variety of skills, the Peace Corps in 1977 began again to recruit "generalists" and to "skill train" them for work assignments overseas—as had been done in a limited way during the 1960's.

The decision to emphasize and improve "skill training" makes it possible for the Peace Corps to be more responsive both to host countries—whose requests for volunteers far exceed the Peace Corps' ability to provide them—and to the many Americans who have basic skills and a desire to serve. Although highly trained technicians will always be needed, the Peace Corps of today recognizes that other types of volunteers, if properly selected and trained, can make a contribution.

Also during FY 1977, the Peace Corps began to re-examine its programs, in consultation with host country governments, to assure that they were, to the maximum extent possible, meeting the basic human needs of the poorest segments of the populations. As a result, greater emphasis is now being placed on volunteer assignments aimed at improving the food supply, water supply, health, housing and education of the poorest people.

Central to the Peace Corps philosophy today, as in the 60's, is the belief that volunteers must not serve as substitutes for but as supplements to the efforts of local people; that the Peace Corps must not increase dependency but reduce it; that volunteers must not make decisions for their counterparts but facilitate decision-making by local citizens; and that development cannot be imposed from the outside, but must come out of the people themselves.

Among the criteria used by the Peace Corps to evaluate requests for volunteer projects are these:

- Will the volunteers be involved directly with the local population and work in the local language?

- Does the project rely on local materials, simple technology and local labor?
- Does the project have possibilities for replication in other locations?
- Does the project integrate women as participants and beneficiaries?

Newly important among these criteria is the Peace Corps' commitment to assisting the women of developing countries. Although they are often the principal producers of food and the guardians of family health, women have often been ignored by development programs. The Peace Corps has, during FY 1977, begun to develop women-related volunteer projects and to send overseas more female staff members to assure that as new volunteer projects are developed with host country governments, continuing attention is paid to the role of women.

Emphasis is also being placed on the collection and exchange of information throughout the Peace Corps on "appropriate technology"—the solution to problems through the use of simple mechanisms and inexpensive, locally available materials. Simple inventions developed to solve problems in one country are often adaptable to solve similar problems in other countries.

As the Peace Corps shifts to new programs, improved training and the recruitment of a wider segment of the American public, strong leadership has been assured with the appointment in late 1977 of Dr. Carolyn Payton as Peace Corps Director. This is the first time in five years that the Peace Corps has had its own director. A psychologist, educator and former Director of the Howard University Counseling Center, Dr. Payton served the Peace Corps in the 1960's as an overseas Country Director and as a volunteer selection officer. Her Peace Corps background coupled with her reputation as a strong and vigorous administrator hold promise of new directions for the Peace Corps without sacrificing long-term continuity.

Dr. Payton sees her task as that of restoring the Peace Corps to health and releasing its potential. She believes that "with the planet's population increased by over one billion since 1961 and the interdependence of all its people more fully recognized, the challenge and promise of the Peace Corps in the late 1970's and beyond is far greater than it was in the early 1960's."

During meetings with overseas directors in Asia, Africa and Latin America, the new Peace Corps Director perceived the need to lessen the bureaucratic burden placed on the field staff. Improved support relations with Washington are seen as a pre-condition to better volunteer and project support. Dr. Payton has directed the staff to attempt to reduce administrative, budgetary and financial processes and reporting to the minimum necessary for compliance with legal and professional standards.

Most significantly, Dr. Payton has made clear that she does not wish to increase the size of the Peace Corps at this time, but rather to hold to a smaller Peace Corps and to improve the quality of volunteer selection, training and overseas support, which in her view have seriously deteriorated over the past several years. She also plans to insure that all volunteers, especially teachers, are trained in such secondary skills as health education and gardening so that they may involve themselves more fully in their communities.

During FY 1977, the Peace Corps for the first time in five years exceeded its recruitment target: 4,200 new trainees were placed in the field. Also during this year, 26 new Peace Corps overseas directors were assigned, many of them filling long-term vacancies. Among the 26, nine new Directors are women and eight are minorities.

In FY 1977, the Peace Corps continued its sponsorship of two important support programs: the Peace Corps Partnership Program and the Information Collection and Exchange.

The Peace Corps Partnership Program continued to pursue its dual purpose of providing development assistance to rural communities overseas and of generating greater awareness of the Third World within the U.S. Thousands of Americans from schools, civic organizations and community groups helped to sponsor the 53 self-help development projects funded through the program in FY 77. The Partnership also re-instituted the Returned Peace Corps Volunteer Speakers Bureau —a program which existed some years past— to help extend the Peace Corps experience to the American people.

Nearly all Partnership Projects in FY 77 benefitted remote, rural communities in the countries where volunteers serve. Among the projects were a combined methane digester/health-nutrition/experimental agriculture project in Ecuador; a com-

munity wells project in the Philippines; a rural dam in Guatemala; facilities for handicapped children in Morocco and the Seychelles; an agricultural vocational technical school in Korea; and a large number of primary and secondary classrooms on all three continents.

The Information Collection and Exchange unit focused on broadening the scope of technical information and materials available to volunteers and published the Program and Training Journal, a forum for dialogue among staff and volunteers of development concepts and practical methodologies. It also established contact with a broad range of individuals in other organizations concerned with development, appropriate technologies and international voluntarism. Many of these groups now actively seek out the Peace Corps and increasingly request cooperative project-planning.

In addition to these efforts, the Peace Corps continued to be the focal point for U.S. involvement in the United Nations Volunteer Programme. The UNVP allows Americans to participate in United Nations development efforts overseas while remaining, from a legal standpoint, Peace Corps volunteers. These volunteers provide assistance to developing countries ranging from agriculture and teacher-training to engineering and city planning. The number of U.S. volunteers in the UNVP reached 30 in FY 77, representing 10% of the total number of UNVs in the field.

The collective experience of the Peace Corps since its founding in 1961 represents an impressive record in meeting very real human needs in communities, on farms, in slums, schools, clinics, cooperatives, village councils, national and municipal agencies and under dozens of trees and thatched roofs. Hundreds of thousands of lives have been touched by Americans of both sexes, all ages, coming from every state, social stratum, race and ethnic background in the U.S. And this has not been a one-way street. Over 70,000 returned volunteers have brought insights and expertise gained through their volunteer experience back to their own society, working as teachers, legislators, development planners, community workers and in every imaginable field of employment.

It is the Peace Corps' mission to cooperate with host countries in the basically human process of development, working on a human scale and in a humane way. The developmental accomplishment of the Peace Corps are not always easily measured. Human development is unquantifiable, and progress is often frustratingly slow. But Peace Corps volunteers know they had a hand, even if only in a small way, in changing how some of the world's most needy people live. Their own lives have been changed. And, through the Peace Corps, the world has been allowed a very personal view of Americans putting their ideals and commitments to work.

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North Africa, Near East, Asia and Pacific (NANEAP)

John Gleazer of Bethesda, Md., is a Peace Corps volunteer in Dadagaau, a rural village in the mountains of Western Nepal. Since 1962, Peace Corps volunteers have been working in agriculture extension research projects to help raise food production above subsistence levels. Peace Corps programming has emphasized education and agriculture, though volunteers in Nepal also teach secondary-level math and science and work with Nepalese fish farmers in the Terai plains region.

Nepal's per capita income is about $87, the literacy rate is about 14 per cent and the life expectancy is from 25 to 40 years Nepal's modern era did not begin until 1951 and until then, the kingdom had virtually no roads, hospitals, schools, telecommunications, electric power industry or civil service. The economy was based on subsistence farming.

Some progress has been made in education, social services, road construction, hydroelectric power and disease control, but Nepal remains one of the least developed countries in Asia.

Women in the Kingdom of Nepal work hard and Gleazer says that men whose sons bring wives into the family are considered lucky.

John explains, "One of the women's many chores is to bring water to the home for cooking, and drinking and cleaning. In villages in rural Nepal this may mean a long walk to the water source and carrying back large clay pots filled with water.

"Not only is the work heavy, but the water is often not clean. Sometimes it comes from pastures where cows and buffalo graze during the day, bringing with it disease-causing organisms."

John works in the community water-supply program which attempts to tap a source above the pastures and sources of contamination, and bring clean water through underground pipes to a tap-stand near the homes. "In times of drought especially, the benefits to the community are obvious," he explains.

John designed a gravity-operated water-supply system—including intake tank, pipeline, reservoir tank and tap stands for Dadagaau. The villagers provided the labor to build the system.

"The water system brings relief to the women of the village," he said. "It improves health, makes it easier to do such chores as washing clothes, and provides water for animals and gardens. It also introduces technology to a village which may be in need of new ways to deal with a growing population, and may lack the conceptual kind of thinking that makes a departure from tradition possible."

John has become part of the village. "Some afternoons when the sun has brought some warmth to the valley, it is necessary to take care of a few chores, like getting my clothes washed," he said. "Some people simply take their dirty clothes to a shop in the bazaar where a man and his wife do a wonderful job, but rumor has it their method of slapping the clothes on rocks and with a long wooden paddle, hammering the dirt out, will send even blue jeans to a holey grave."

"I prefer to do my own clothes for that reason, but also because it turns out to be a pleasant diversion," he explained. "I take the clothes in my daypack and walk up a dry creek bed and up above the village to a small waterfall. On weekdays, there's no one else there and the sun warms the rocks where I lay the washed clothes to dry. The water's freezing, but I wash myself there, too."

Sometimes after the evening meal, Gleazer and another volunteer might make coffee and chat in the dim evening light.

"As the night wears on, the sounds of the howling jackals come from the outskirts of town and the dogs bark in return."

The North Africa, Near East, Asia and Pacific Region (NANEAP), comprised of 18 countries spread over half of the globe, represents a large diversity of governments, cultures and attitudes to which Peace Corps operations within this region must be responsive.

During FY 77, new Peace Corps programs were begun in the Gilbert Islands and Tuvalu. In addition, exploratory talks were conducted concerning the possibilities of Peace Corps entry into a number of other countries.

Based on the criteria for implementing Peace Corps programs as established by the new administration, the Region undertook a thorough review of country programs in an effort to identify new project opportunities. Each country in the Region was able to identify at least three appropriate projects and many came up with more. Much of FY 78 will be devoted to training and fielding volunteers involved in the implementation of these new projects to whatever degree available funds will allow.

The Peace Corps' growth in this region has been facilitated by increasing levels of confidence within host country governments in the Peace Corps' ability to address a wide variety of development needs. In such nations as Nepal, Malaysia and Afghanistan, volunteers have been invited to participate in an increasing number of programs outside of the traditional education sector and to accept assignments in remote rural areas, away from urban centers and support services.

In agriculture the major thrust during FY 77 was in forestry, fisheries and crop production. The Peace Corps anticipates increased growth in these areas as it is able to demonstrate to host country governments the value of these programs. Within the agricultural sector, the focus of Peace Corps efforts has been on increasing food production and caloric intake of those people at the lower end of the economic spectrum.

Programs in disease eradication, nutrition, and training of health specialists continued to be the main areas of volunteer activity within health-related fields. Those countries with current health projects will be working to expand these programs; and some countries, such as Malaysia, are in the process of initiating large scale health projects for the first time. Volunteer projects involving both health and food production are being developed to use trained generalist volunteers rather than technical specialists.

Large populations in NANEAP countries are continuing to migrate from rural to urban areas. The Peace Corps is attempting to address this problem on two levels. First, through health, agriculture and rural development projects, volunteers are attempting to increase opportunities for rural people to live healthy and productive lives within the village structure. Small business development programs are aimed at creating small enterprises, particularly cooperatives, at the village level. The Peace Corps is also developing some programs which speak to the needs of the urban poor.

Education remained, during FY 77, the major area of Peace Corps activity. In five countries, Teaching English as a Foreign Language (TEFL) programs will be moved into rural areas during the coming year and staffed with volunteers trained with secondary skills designed to make contributions to the community reaching beyond their classroom assignments.

Vocational education continued to be an important project area in the NANEAP Region, with some form of vocational education program in each of the Region's countries. Within this framework, the Peace Corps began to move away from its emphasis on traditional vocational education programs in structured industrial arts school settings and to implement projects designed to help students outside of the traditional academic system to return to village communities better prepared for a life in such fields as small business, agriculture and fishing.

One of the administrative highlights of FY 77 in the NANEAP Region was the Country Directors' Conference in Manila, the Philippines, September 11-17, 1977. At the conference the new leadership of ACTION and the Peace Corps had an opportunity to meet and hear the views of the country program directors.

BASIC HUMAN NEEDS

Afghanistan	Population 18.2 million
	Vols
Health/Nutrition	8
Food/Water	
Knowledge/Skills	67
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	

During FY 77, for the first time, the Government of Afghanistan invited Peace Corps volunteers to serve outside of the educational system with volunteers being placed through the Ministry of Health, as nurses, bacteriologists, health educators and medical logistics specialists.

Peace Corps/Afghanistan continued to concentrate on education with an emphasis on Teaching English as a Foreign Language. The government has specified English as the common language for study at the higher levels of science and technology and, therefore, considers the teaching of English to be essential to the nation's technological development. Within the educational field, the Peace Corps program was expanded to include the teaching of vocational education, university level mathematics, engineering, architecture and business education.

BASIC HUMAN NEEDS

Bahrain	Population 270 thousand
	Vols
Health/Nutrition	11
Food/Water	
Knowledge/Skills	6
Econ Dev/Incomes	7
Housing	10
Energy/Conservation	
Community Services	

Peace Corps volunteers in Bahrain serve in two primary areas, health and education, in which Bahrain has a critical need for trained personnel. FY 77 was a pivotal time for Peace Corps/Bahrain. It was the first year in which the program became an independent operation with full Peace Corps country status. It had previously been administered by the Peace Corps staff stationed in Iran. In October, 1977, a new Peace Corps Director and an Associate Director for Programming and Training were sent to Bahrain.

In FY 77, volunteers were placed outside of the urban areas, developing a large scale sports/recreation project and exploring opportunities for environmental projects with the help of a consultant from the PC/Smithsonian Institution program. Other volunteers continued work in health—nursing education and public health, TEFL, vocational education, social services and agriculture.

Programming in the health sector will get highest priority during FY 78, with projects in public health and nursing education being developed further.

BASIC HUMAN NEEDS

Fiji	Population 566 thousand
	Vols
Health/Nutrition	5
Food/Water	16
Knowledge/Skills	108
Econ Dev/Incomes	7
Housing	
Energy/Conservation	
Community Services	47

During FY 77, volunteers in Fiji participated in fisheries development, forest conservation, pine scheme development, and livestock production. Volunteer rural development engineers assisted in village self-help projects such as road, bridge and seawall construction. A team of volunteer surveyors and planners, working with Fiji's Native Land Trust Board, designed an important new land use scheme for economic development of native lands.

Volunteer participation in the private sector increased. Volunteers worked in nutrition, care of the handicapped, youth development, economic planning, library services, agronomy, extension education and central planning assignments.

Programming emphasis continued to be secondary education in math and science. Approximately half of the volunteers teach in projects that provide students with manual arts and homemaking skills relevant to village life. A number of volunteers also worked with out-of-school youth in alternative education training programs. Volunteers continued to fill teaching and research posts at the University of the South Pacific.

Programming in Fiji will emphasize training in agriculture and nutrition skills for all education volunteers and will put greater priority on village level health and nutrition projects.

BASIC HUMAN NEEDS

Gilbert Islands	Population 60 thousand
	Vols
Health/Nutrition	1
Food/Water	2
Knowledge/Skills	2
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	1

From the beginning of the Peace Corps agreement in the Gilbert and Ellice Islands Colony, volunteers were placed on an individual basis in assignments administered from Peace Corps headquarters in the Solomon Islands. In 1975, the two island groupings separated politically and are now known as the Gilbert Islands and Tuvalu. Additional volunteer requests were delayed due to the changes in the political structure of the island groupings and this resulted in the temporary termination of Peace Corps programs in the area by the end of 1976.

Having had no volunteers in the Gilbert Islands since early 1976, the Peace Corps spent FY 77 preparing for its re-entry into the newly self-governing country. In September, 1977, two vocational education teachers, two marine biologists, a recreation organizer and a medical supplies storekeeper began their training in Tarawa.

By the beginning of FY 78, volunteers will be working in health, recreation, fisheries and public service communication.

BASIC HUMAN NEEDS

Korea	Population 34.7 million
	Vols
Health/Nutrition	88
Food/Water	
Knowledge/Skills	126
Econ Dev/Incomes	9
Housing	
Energy/Conservation	
Community Services	

While approximately 60 per cent of the Peace Corps volunteers serving in Korea continued to be placed in education-related assignments, Peace Corps/Korea began during the past year to focus its planning efforts on the health needs of the Korean people.

Peace Corps/Korea worked during FY 77 to revitalize cooperative efforts with other voluntary and development organizations in vocational education and physical rehabilitation. Sixteen vocational education volunteers were placed at technical high schools, while two additional volunteers continued work with youth in Rural Vocational Training Centers.

In health programs, volunteers continued to be involved in efforts to reduce the prevalence of tuberculosis and leprosy, while a smaller program trained audiologists and speech pathologists in Korean hospitals.

In the TEFL Teacher training program, volunteers moved closer during the past year to the program's terminal goal of training 90 per cent of the 8,200 secondary school English teachers in Korea in Spoken English and Spoken English Teaching Methodology.

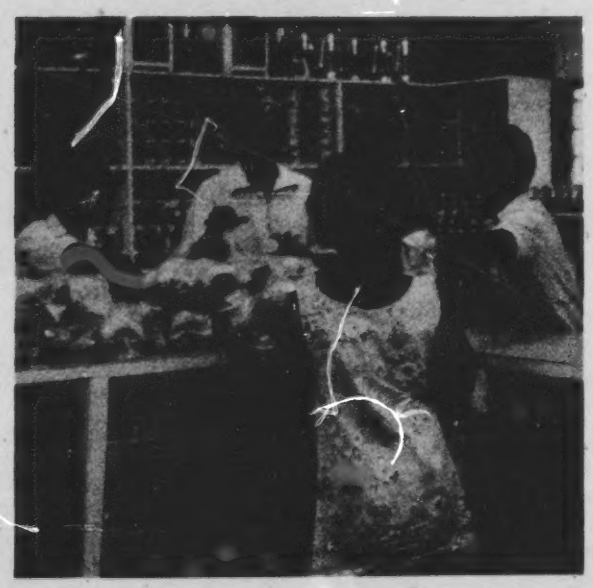
BASIC HUMAN NEEDS

Malaysia	Population 11.7 million
	Vols
Health/Nutrition	19
Food/Water	76
Knowledge/Skills	126
Econ Dev/Incomes	27
Housing	
Energy/Conservation	27
Community Services	

Peace Corps volunteers in Malaysia continued to be heavily involved in the educational sector with programs in teaching secondary math and science in rural villages, training students in skills necessary to the development of rural industry, teaching home economics to rural women and providing in-service training for Malaysian Home Economics Department staff.

Assignments within the agriculture sector included volunteers supervising agricultural loans, teaching farm machinery repairs and farm management, fisheries research and planning, and developing ecology projects for the Department of Forestry.

Volunteers have also provided needed personnel in the areas of public health services and tuberculosis and malaria eradication projects.



During FY 77, volunteers assisted in the construction of dams and irrigation canals; one volunteer wrote a book to help school children in Johor learn English through rhymes and music; volunteers contributed important analytical and feasibility studies utilized by state agricultural authorities in developing aspects of the Third Malaysia Development Plan submission; and volunteers demonstrated the viability of sorghum production for forage and commercial purposes on government livestock ranches. In addition, a Peace Corps office was reestablished in Sabah, East Malaysia, with an increased number of volunteers having been assigned to this least developed region in Malaysia.

BASIC HUMAN NEEDS

Micronesia	Population 120 thousand
	Vols
Health/Nutrition	15
Food/Water	37
Knowledge/Skills	71
Econ Dev/Incomes	19
Housing	
Energy/Conservation	—
Community Services	13

As an American Trust Territory made up of six island districts covering over 3 million square miles, Micronesia is unique among Peace Corps countries. Cultural difference among districts are compounded by the existence of nine different language groups. Problems of communications, transportation and distance complicate every aspect of life in Micronesia.

With independence for the Marianas approaching, and 1981 set as a target date for economic self-reliance, Micronesia is struggling to develop an effective economy and self-government. In response to this change in direction, Peace Corps/Micronesia has been shifting its emphasis away from classroom education to providing volunteer co-op advisers, foresters, and fisheries experts to aid in development of rural areas as a social and economic base.

A strong replacement program has put volunteers into schools and dispensaries, allowing the Micronesian staff time off for further training and education. The majority of the volunteers in Micro-

nesia continue to be placed on outer islands, working directly with the islanders in an attempt to meet needs which otherwise would go unmet by the central governments.

Peace Corps/Micronesia has potential program opportunities in agriculture, fisheries, forestry and small business development. Some traditional programs such as in elementary education replacement teachers will continue to be phased out.

BASIC HUMAN NEEDS

Morocco	Population 16.3 million
	Vols
Health/Nutrition	5
Food/Water	11
Knowledge/Skills	124
Econ Dev/Incomes	
Housing	15
Energy/Conservation	
Community Services	

Peace Corps/Morocco's programming has been in the areas of teaching English, food production, forestry, architecture and urban planning. The Peace Corps program in urban planning is considered of particular significance as an increasing number of Moroccans leave rural villages and migrate to urban areas. Urban development volunteers are primarily involved in city planning efforts designed to better accommodate the increased urban population.

In FY 77, TEFL programs continued. An increased emphasis on food production programs was aimed at improving land use and irrigation techniques. Other volunteer assignments in Morocco included forestry research and management, [illegible] wildlife management, veterinary science and marine biology.

New projects are planned in vocational education, [illegible] and agricultural development, health and small business promotion. As these projects develop over the next few years, TEFL programs will come to play a smaller role in the Peace Corps/Morocco program.

BASIC HUMAN NEEDS

Nepal	Population 13 million
	Vols
Health/Nutrition	3
Food/Water	99
Knowledge/Skills	61
Econ Dev/Incomes	
Housing	
Energy/Conservation	22
Community Services	

Peace Corps/Nepal volunteers have been involved in agriculture extension, improving seed production levels and storage, and in providing assistance to agriculture cooperatives in record-keeping and dissemination of information. Volunteer engineers have worked on the development of community water systems, training Nepali workers and preparing a manual for counterparts developing similar systems.

In FY 77, the Peace Corps program in Nepal began a shift from agriculture to rural community development projects. The agricultural/vocational education program was phased out and new programs were begun in methane gas digesters and small area development. Other programs continuing during FY 77 included community water supply projects, horticulture, soil and water conservation and math/science education. Teaching English as a Foreign Language (TEFL), which had been discontinued for several years, was restored in late FY 77 with the arrival of 16 TEFL trainees in September.

During FY 78, major program areas will continue to be on the community level, in projects on which the Government of Nepal has placed priority in the country's development plan—production of food for local consumption, erosion control, alternative energy sources, foot bridge and water tap construction and teaching.

BASIC HUMAN NEEDS

Oman	Population 700 thousand
	Vols
Health/Nutrition	23
Food/Water	
Knowledge/Skills	6
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	

Peace Corps volunteers in Oman have been involved in a diversified "omnibus" program, serving in health-related capacities as ward nurses and hospital equipment mechanics and instructors in an orderly training program. Other volunteers have been active as advisors to local government leaders on urban public works programs and as agricultural mechanics.

The Peace Corps program in Oman will concentrate in health programs and there will continue to be a focus on training Omanis to replace volunteer technicians. A new effort to promote coordinated development in rural areas in the fields of fisheries, agricultural extension and small business development is planned.

BASIC HUMAN NEEDS

Philippines	Population 43.5 million
	Vols
Health/Nutrition	135
Food/Water	150
Knowledge/Skills	
Econ Dev/Incomes	79
Housing	
Energy/Conservation	6
Community Services	51

More than 4,000 Peace Corps volunteers have served in the Philippines. With the exception of several small pilot programs, the major focus of Peace Corps activity until 1970 was in the field of education. In 1970, the Peace Corps made the decision to gradually phase down its education program and redirect its efforts toward agriculture, rural public health and nutrition education. Today almost 70 per cent of the volunteers serving in the Philippines are assigned to projects in these areas.

Programming initiatives made during FY 77 will result in several significant new projects for Peace Corps/Philippines. Volunteer teams of agriculturalists, engineers and health workers will be assigned to rural areas. Plans have been made to put ten teams to work in agro-reforestation programs designed to assist rural communities in the preservation of watersheds and farm land and to provide a source of additional cash income through the production of fast growing trees.

Peace Corps/Philippines will continue to place volunteers in broad-based projects, giving priority to food production.

BASIC HUMAN NEEDS

Solomon Islands	Population 198 thousand
	Vols
Health/Nutrition	
Food/Water	
Knowledge/Skills	
Econ Dev/Incomes	33
Housing	
Energy/Conservation	
Community Services	2

The Peace Corps entered the Solomon Islands in 1971, but only ten volunteers had served there by 1974. However, as a result of their successes, especially in small business and cooperative development, ten more volunteers and a Country Director arrived in 1975. At the close of FY 77, 35 volunteers were serving in the country.

Programs in the Solomon Islands help to develop rural businesses and training centers and provide teachers to assist in the increasing country-wide effort to build a relevant, alternative secondary educational system for rural youth. Peace Corps programming is helping to develop better use of natural resources, including forestry and fisheries.

BASIC HUMAN NEEDS

Thailand	Population 42.8 million
	Vols
Health/Nutrition	19
Food/Water	46
Knowledge/Skills	78
Econ Dev/Incomes	4
Housing	
Energy/Conservation	7
Community Services	

Political instability and the attitude of certain segments of Thai society towards a large American presence, as well as Thailand's growing ability to meet its own skilled manpower needs, have resulted in a gradual decline in the number of volunteers serving in Thailand over the past few years.

Program efforts during FY 77 focused on helping to upgrade the quality of life for rural Thais by: assisting in Royal Thai Government attempts to increase agricultural production through improved utilization of local resources, crop diversification, and the introduction of advanced agricultural technology to Thai farmers and student agriculturalists; assisting in the development of land and water research, land use surveys, and the design and construction of irrigation systems; contributing to efforts to improve the quality and relevancy of education by furnishing technical assistance in preservice and in-service teacher training; vocational training; curriculum development, and adult and non-formal education; contributing to government efforts to conserve natural resources through forest, soil, and water conservation and wildlife protection; and addressing the health needs of the rural population through training of local personnel in the areas of medical technology and physical therapy.

Continued growth in three new Peace Corps programs—woman and child development, community mental health training and environmental sanitation—is anticipated.

BASIC HUMAN NEEDS

Tonga	Population 100 thousand
	Vols
Health/Nutrition	6
Food/Water	7
Knowledge/Skills	66
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	6

Peace Corps volunteers worked with 23 different government agencies, departments and institutions in the Kingdom of Tonga.

During FY 77, education continued to be the mainstay of the Peace Corps/Tonga program, with most volunteers teaching secondary math and science. Increased emphasis, however, was placed on subjects such as manual arts, woodworking and home economics to encourage greater opportunities for students who will return to village life rather than continue their education.

Volunteers continued an important filariasis research and control project. Individual volunteers working as physicians provided major assistance to the Health Department.

Participation at the Telephone and Telegraph Department doubled as five new volunteers arrived to help install new communication equipment and to train Tongans in its operation and maintenance. Volunteer architects, engineers and construction workers helped improve Tonga's roads and assisted in the design and construction of new housing and school buildings. Other individual volunteers worked in fisheries development, accounting, water supply, and other special services.

The overall objective of Peace Corps/Tonga is to gradually redirect its projects away from manpower assistance and toward an integrated economic development program. This long-term ob-

jective will take some years to achieve and in view of Tonga's current development status and the continuing high priority placed by the Government on skilled technicians, it is altogether likely that the country will continue to need and to request technical and professional volunteers through 1984. At the same time, several small, new projects will be started during 1978-1980.

BASIC HUMAN NEEDS

Tunisia	Population 5.46 million
	Vols
Health/Nutrition	8
Food/Water	11
Knowledge/Skills	65
Econ Dev/Incomes	
Housing	2
Energy/Conservation	
Community Services	

Peace Corps volunteers have worked in urban development programs ranging from building design and urban planning to the preservation and restoration of Tunisia's Roman treasures.

Volunteers in Tunisia have worked in health to train x-ray technicians, lab specialists and nurses, while volunteers involved in the agricultural sector have been involved in livestock extension and forage production.

English and vocational education are currently the emphasis of the Peace Corps program in Tunisia. Volunteers teach English as a foreign language in secondary schools and adult education centers. The vocational education program working primarily in secondary schools has recently doubled in volunteer strength.

The Peace Corps plans to continue to reduce the number of volunteers involved in teaching English at the secondary level. Vocational education and programs in rural development and preventive health care will be expanded.

Tuvalu

The Peace Corps spent most of FY 77 preparing to send the first volunteers into the newly self-governing country of Tuvalu, formerly the Ellice Islands. Several delays in the negotiation of the country agreement postponed their expected arrival so that it was the end of September, 1977, before the three new volunteers finally arrived in Funafuti to begin their training.

These three—a pharmacist, a radio broadcasting advisor, and a business cooperative advisor—will begin their volunteer duties early in FY 78. They will be supported programatically and administratively by the Peace Corps staff in the Solomon Islands who will make regular visits to Tuvalu.

Further expansion of the Peace Corps' involvement in Tuvalu is expected as additional program opportunities are identified.

BASIC HUMAN NEEDS

Western Samoa	Population 160 thousand
	Vols
Health/Nutrition	5
Food/Water	15
Knowledge/Skills	76
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	19

The major area of volunteer activity in the Peace Corps program in Western Samoa continued to be teaching math and science at the secondary level. Several volunteers have teaching assignments at the recently established teacher training facility, while others are conducting in-service teacher training and curriculum development.

In addition, a school for the blind, originally established by a Peace Corps volunteer couple, has continued to expand with volunteers developing a workshop program for older blind Samoans and a vegetable garden to help make the school self-sufficient.

Two new projects initiated during FY 77 are an agriculture mechanics project in which volunteers are training young Samoans in farm machine maintenance and repair, and a horticulture project designed to improve Samoa's citrus production. Elsewhere in Samoa, volunteers were involved in reforestation, tourism development, climatology, hydrology and filariasis research.

BASIC HUMAN NEEDS

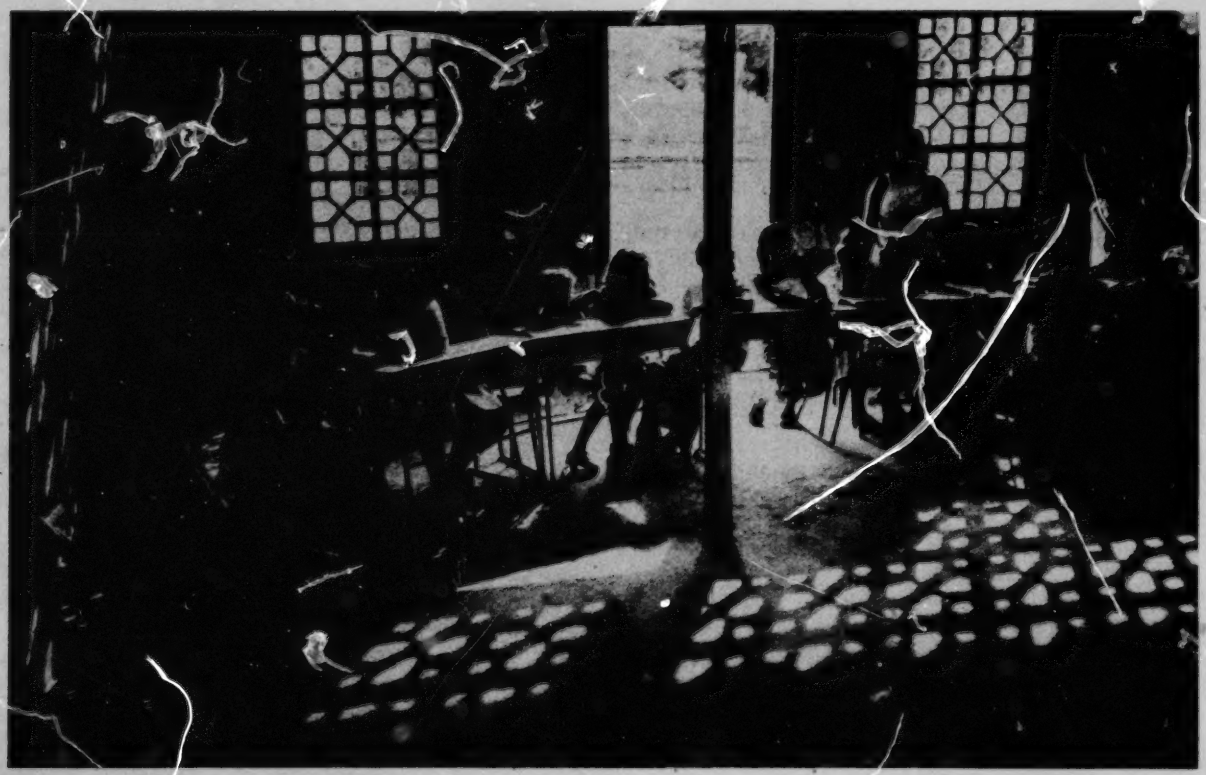
Yemen	Population 6.38 million
	Vols
Health/Nutrition	17
Food/Water	5
Knowledge/Skills	13
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	5

Peace Corps/Yemen has worked extensively in the field of health services. Volunteer nurses and lab technicians have trained Yemenis in three major cities: Taiz and Sana'a in the highlands, and Hodeidah, a hot humid coastal city in an area of extreme poverty. Peace Corps collaborates with WHO in the three major public health laboratories, and in the past has worked with their personnel in schistosomiasis control.

Volunteers also have cooperated with the Catholic Relief Service in nutrition/health education clinics in Hodeidah, and with the World Food Program in food provision projects throughout the country.

Peace Corps volunteers also serve as TEFL teachers in elementary schools, and as teachers in the National Institute of Public Administration which trains adults in effective communications skills and managerial techniques.

Projections for Peace Corps programming call for increased volunteer work in rural communities in water supply and health education programs.



Latin America

After Bruce Brogan graduated from the University of Oregon in Eugene with a degree in psychology, the Peace Corps assigned him to the Ministry of Agriculture's farm extension service in Asuncion, Paraguay. He was sent to a rural area in the central part of the country—a community called Paraguari.

"The Peace Corps requirements for an agriculture extension service volunteer in Paraguay were very general," Brogan says. "Before I joined the Peace Corps, I worked in cherry fields, helped my brother build greenhouses and grew tomatoes for a year. That was my agriculture experience. There's been plenty to do with what I know."

In Paraguay, a country located in the center of South America and bordered by Brazil, Argentina and Bolivia, Brogan points out, "One of the main problems here is nutritional. They lack a balanced diet. A typical meal consists of beef, rice and mandioca—a starchy root vegetable. Fruits and vegetables are not normally included." So Brogan has concentrated on gardening and horticulture.

"The extension service branch that I work with is basically a teaching branch. We bring new methods of farming to the campanias, which are rural settlements but not really towns. I visit farmers and invite them to meetings where they are told the prices of crops and who's planting what this year. We try to help them plan their farm year. About 20 to 30 farmers have been active participants in the ongoing meetings.

"The extension service also helps with research on a test basis, although the people who want testing done have to pay for it themselves because the extension service doesn't have much money."

"I do have some problems. Even though the farmers are interested in what I have to say, they are sometimes hesitant to put it into practice. They are unwilling to try something new. They trust what they know and who they know rather than institutions."

Gardening is a different story, however. "The farmers are especially receptive to advice about gardens. That's not such a risk. I'm not trying to get them to grow anything for money. But those who are more ambitious find that they can take their produce to market and make a little money on the side," Brogan observes.

In Paraguay, the curriculum in rural primary schools includes agriculture. "Kids in the schools are supposed to have gardens but the teachers didn't know enough. So I taught in a teacher training college. Teaching teachers makes sense because you can reach 60 or 70 schools for years to come."

In combination with the gardening efforts, a home extension agent shows the teachers how to cook the vegetables they grow in the gardens. Nearly all of the 70 teachers in the gardening and cooking classes will be assigned to rural schools.

To help keep the project going after they leave, Brogan and four other Peace Corps volunteers have written a gardening guide which will be distributed through the countrywide crop extension service.

During his free time, Brogan says that "for entertainment, you read—or visit friends. Actually, there is very little to do. Maybe two weekends out of the month there may be a dance. And there's a movie house but the films are old." Most volunteers adjust to the slower pace and do not miss the conveniences that many Americans consider necessities.

"I have a lot of friends here. Plus, I feel I'm doing something that's valuable with them. It's very rewarding because the gardens are good for family health and every bit as important as trying to grow large crops.

"Sometimes it's hard being a volunteer. But I feel that if you spend your time helping with any kind of useful project, you're making a contribution."

During 1977 the Peace Corps in Latin America continued to operate in fourteen countries. (The Eastern Caribbean is considered one of these countries for management purposes. In reality, it consists of eight island governments, two of which, Barbados and Grenada, are independent nations.) There were no new country entries nor any country exits.

A significant rise in the number of volunteers last year marked the reversal of a long-term decline in the strength of the Peace Corps in Latin America: during FY 77, 1421 new trainees were registered, almost 400 more than the 1023 registered in FY 76.

The work of the volunteers in Latin America is shifting significantly toward greater activity in sectors broadly designated as agriculture and health; more "generalists" vs. specialized or highly-skilled volunteers; and more female volunteers. All countries have agreed to the elimination of sex restriction on volunteer assignments.

Approximately two/thirds of all volunteers in Latin America are now assigned to projects in agriculture and health. Most are working at the village level where their efforts have a direct impact on problems faced by those people most in need. Projects range from crop extension, home gardens, cooperatives development and rural infrastructure (aimed ultimately at increases in local food production) to health education, sanitation, home economics and nutrition (aimed at improved health and lower mortality rates). At least three/fourths of these volunteers are working in rural areas in their countries of assignment; and those working in urban zones are, in many cases, performing back-up research and planning tasks connected to direct extension work being delivered by other volunteers in the field.

Several new projects have been initiated in the area of rural health services. This is an area of great need in Latin America, based on statistical evidence of high infant mortality, malnutrition, prevalence of disease and other factors contributing to poor health and low productivity. It is also a difficult area in which to program effectively, and requires the careful orientation and training of volunteers.

New health services delivery projects, which will eventually average 30-40 volunteers in each country, were begun during FY 77 in El Salvador, Ecuador, Paraguay and Chile. All of these projects, which rely heavily on generalists (or skill trained) volunteers, in some cases teamed with a small number of specialized nutritionists or nurses, are aimed at preventive health care among rural populations. At the same time, a similar rural community health project has been planned for the Northeast of Brazil which should involve 50-60 new volunteers in that country's poorest region during FY 1978. When combined with already substantial efforts in health in Colombia, Honduras, Costa Rica and Guatemala, health has now become a major program area in almost every Peace Corps country in Latin America.

The Latin America Region is also expanding innovative programs in agriculture. Typical of these projects are: Paraguay's integrated community development project, aimed at meeting organizational, socio-economic and acculturation problems of native Indian tribes in Paraguay (approximately 2% of the population); Ecuador's methane gas digestor to produce cheap energy from animal manure, which is then re-used to fertilize crops for both family and animal consumption; El Salvador's food production/natural resource management project, which involves an integrated approach to soil conservation and multiple cropping techniques to increase agricultural activity in small watershed zones; Nicaragua's markets/social work project, aimed at improved sanitary conditions and management of public marketplaces; and Colombia's malaria control project, the only project in the Region dedicated primarily to disease eradication. All of these projects may become models for replication in other countries.

A greater reliance on generalist volunteers will assure that more volunteer requests are filled and open the Peace Corps to a wider spectrum of Americans. This requires a simultaneous development of new and better training. In several ways, the Peace Corps is beginning to recover what used to be one of its strongest assets, its ability to train effective volunteers for overseas assignments.

In FY 77, the resurgence of technical "skill-training" in Latin America, particularly in health, occurred. The most significant technical training was that conducted under contract by Tulane University for new trainees destined for El Salvador, who received three weeks of intensified training in health education, nutrition and sanitation. Several technical training programs in health were also held in-country. All such training is designed to

provide generalists, who have an interest in health and some academic training in basic sciences, with the skills required to carry out their projects.

Another "recovery" of the Peace Corps' training capacity is a renewed emphasis on community development training. The Latin America Region has found projects focused on health, food production, and cooperatives to be most successful when combined with a general community development approach.

BASIC HUMAN NEEDS

Belize	Population 140 thousand
	Vols
Health/Nutrition	10
Food/Water	17
Knowledge/Skills	15
Econ Dev/Incomes	3
Housing	
Energy/Conservation	
Community Services	8

Since Peace Corps first initiated a program in Belize, volunteers have worked in a wide variety of assignments including long-range planning for increased livestock production, evaluation of major agricultural projects for the Government of Belize, and training projects for cooperative management. Volunteer teachers have worked on curriculum development and on the revision of textbooks to reflect the background of the children in Belize. Volunteers have been involved in teacher training efforts which have helped Belize to become self-sufficient in secondary school teachers.

While Peace Corps/Belize has traditionally programmed heavily in the field of education, during the past year the Peace Corps significantly increased the number of volunteers directly involved with agriculture to cooperate with the Government of Belize in its efforts to increase food production. For the first time agriculture is replacing education as the number one Peace Corps program in Belize. In addition, the Peace Corps will continue to expand its efforts in the field of health with volunteers serving in environmental sanitation, dental hygiene and village water supply projects.

BASIC HUMAN NEEDS

Brazil	Population 110 million
	Vols
Health/Nutrition	63
Food/Water	
Knowledge/Skills	36
Econ Dev/Incomes	80
Housing	
Energy/Conservation	13
Community Services	5

During FY 77, the Peace Corps continued its involvement in three main sectors of the Brazilian development effort: agriculture and rural development, education, and health. There was also significant involvement in urban development.

Much of FY 77 was spent adapting and planning for the future. A decision was made to phase out of the Western Region of the country (principally the Mato Grosso) and to concentrate volunteer efforts in the poorest areas of the country in the Northeast. New programs focusing on basic human needs were developed in conjunction with elementary education teacher training/curriculum development and the salt water fishing cooperative project in Bahia and Sergipe states. Programs in special education and rural nursing were expanded.

Planning was completed for the Northeast Community Health Program, which will place 60 volunteers in public health education and development and health outreach programs.

BASIC HUMAN NEEDS

Chile	Population 10.5 million
	Vols
Health/Nutrition	6
Food/Water	30
Knowledge/Skills	29
Econ Dev/Incomes	
Housing	
Energy/Conservation	23
Community Services	

In FY 77 as in the past, volunteers in Chile have worked to establish fruit farms, taught forestry techniques to farmer and counterpart teachers, established seedling nurseries, and provided management and technical assistance to farm cooperatives.

Volunteers working in the field of nutrition have developed nutrition education courses for the public schools and have assisted in nutrition disease-related research at the university level.

Volunteers have also generated resources from the World Wildlife Fund and other international groups for their work in wildlife preservation. This work has included a study of endangered Chilean wildlife species which could be propagated and raised for profit.

During FY 77, Peace Corps/Chile shifted its programming emphasis away from university-level instruction and scientific research and began to concentrate volunteer strength on these projects which more directly address the needs of Chile's poorest citizens. An example of this new emphasis is Peace Corps/Chile's Health and Nutrition Education Program. The goal is to provide health and nutrition education to 200,000 Chileans living in the least developed regions of the country.

Recently initiated programs which will be expanded include agricultural marketing programs, through which volunteers will be placed on developing farm cooperatives, and a small business development project.

BASIC HUMAN NEEDS

Colombia	Population 23.2 million
	Vols
Health/Nutrition	108
Food/Water	22
Knowledge/Skills	8
Econ Dev/Incomes	67
Housing	
Energy/Conservation	50
Community Services	19

Peace Corps/Colombia has focused programming in home economics and nutrition, nursing, small enterprise development, special education and conservation. Emphasis is on the development of health and rural development programs for Colombia's poorest citizens.

The Peace Corps in Colombia increased by 20 volunteers in FY 77. Part of the growth is due to the initiation of three new programs: malaria control, education development, and emergency medical services.

BASIC HUMAN NEEDS

Costa Rica	Population 2.2 million
	Vols
Health/Nutrition	35
Food/Water	23
Knowledge/Skills	65
Econ Dev/Incomes	6
Housing	
Energy/Conservation	
Community Services	25

Peace Corps programs in Costa Rica address the problems of the 48 per cent of the population living in poverty. Emphasis is on programs in health, including public health and rural hospital nursing, and in-service training for nurses.

Agricultural development has been established as a top priority by the Government of Costa Rica. The majority of volunteers assigned to this sector are involved in research and extension of basic grain crops, seed diversification and animal nutrition.

A number of volunteers in Costa Rica are also participating in a multinational program being conducted by the Peace Corps and the Food and Agriculture Organization of the United Nations. After participation in a joint training program, volunteers in this program are dispatched to various countries where they are assigned to plant protection and quarantine projects.

BASIC HUMAN NEEDS

Dominican Rep.	Population 4.5 million
	Vols
Health/Nutrition	11
Food/Water	67
Knowledge/Skills	16
Econ Dev/Incomes	30
Housing	
Energy/Conservation	
Community Services	11

During FY 77, Peace Corps/Dominican Republic continued to place programming emphasis on agricultural development, with volunteers serving throughout the nation's rural areas. Volunteers provided instruction in nutrition, aid in co-op formation and technical assistance in the area of product diversification. Other volunteers provided agricultural extension assistance in crop production, fisheries, school gardens and 4-H Club organization. One program of particular interest involved the assignment of volunteers to rural communities located on the Haitian frontier where they work with local farmers in the development of organic gardening and soil conservation techniques.

Peace Corps has also been successful in helping to develop local cooperatives in the areas of savings, credit, income production, marketing and small industry. These programs create capital sources for marginal populations.

BASIC HUMAN NEEDS

Eastern Caribbean	Population 750 thousand
	Vols
Health/Nutrition	37
Food/Water	26
Knowledge/Skills	98
Econ Dev/Incomes	15
Housing	
Energy/Conservation	
Community Services	19

The major focus of Peace Corps programs in the Eastern Caribbean countries has been in education. Within the education sector, special attention was paid to projects involving work in education for the deaf and the blind and programs for the mentally retarded. However, in response to a concerted effort on the part of the island governments to upgrade agricultural development, the Peace Corps is redirecting its efforts.

During FY 77, this shift in emphasis led to increased activity in agricultural research and extension. In addition, health volunteers were active in occupational therapy and dental health training, geriatrics, midwifery and public health and nutrition programs.

BASIC HUMAN NEEDS

Ecuador	Population 6.95 million
	Vols
Health/Nutrition	39
Food/Water	43
Knowledge/Skills	1
Econ Dev/Incomes	26
Housing	
Energy/Conservation	25
Community Services	67

Peace Corps volunteers have been in Ecuador since 1962. Rural public health, bilingual education and small business assistance have been some of the important programs, along with the agriculture/rural development sector.

By diversifying and expanding agriculture programs, volunteers began working to improve strains of beef and dairy cattle in the Amazon region. A soybean and nutrition program has developed into an integrated rural development program encompassing projects in health, education, sanitation and water resources.

The rural infrastructure project was able to construct 20 rural schools in the past year.

Volunteers have been working on a pilot methane gas project which is now nearing completion. It is a graphic example of how communities can become more self-sufficient through the application of intermediate technology.

BASIC HUMAN NEEDS

El Salvador	Population 3.8 million
	Vols
Health/Nutrition	12
Food/Water	12
Knowledge/Skills	59
Econ Dev/Incomes	57
Housing	
Energy/Conservation	23
Community Services	8

Peace Corps volunteers in El Salvador have worked extensively in food production, with programs in pastures, forage and animal extension, multiple cropping, and both fresh water and salt

water fisheries. Predominantly urban-centered programs have focused on municipal management, small business assistance and university education.

The move in the past year has been to a greater concentration in the rural areas. The resources management project is noteworthy because of its integrated approach to rural development. A large number of volunteers with moderate skills, supported in turn by a smaller number of highly skilled volunteers, provide direct support to the farmers and act as liaison with the Ministry of Agriculture.

Volunteers have also moved back into the health sector, establishing health education programs and initiating construction of sanitary and water facilities in villages and rural areas.

Plans are to phase out of urban programs and expand in the health sector in rural areas.

BASIC HUMAN NEEDS

Guatemala	Population 5.17 million
	Vols
Health/Nutrition	39
Food/Water	36
Knowledge/Skills	8
Econ Dev/Incomes	37
Housing	
Energy/Conservation	41
Community Services	21

The Peace Corps has a history of rural programs at the grassroots level in Guatemala, with the majority of volunteers working in projects and with agencies that bring them into direct contact with both the 'ladino' (ethnic mix of Indian and Hispanic) and 'indigena' (traditional Indian) segments of the rural poor. Key areas of focus continued to be forestry, cooperatives, agricultural extension, and applied nutrition.

Although rural focus and grassroots technical and cultural interchange are characteristics of Peace Corps/Guatemala programming in general, two projects stand out. The School Gardens Project places married volunteer couples in rural villages. One spouse works in small gardens; the other in applied nutrition. This dual focus and integrated approach has been well-received by the communities. The Conservation Project assigns volunteers to the National Forestry Institute with the primary tasks of working with peasants in reforestation and watershed management at the community level.

BASIC HUMAN NEEDS

Honduras	Population 3.1 million
	Vols
Health/Nutrition	67
Food/Water	24
Knowledge/Skills	33
Econ Dev/Incomes	39
Housing	
Energy/Conservation	18
Community Services	23

Peace Corps volunteers in Honduras during FY 77 worked in the health, agriculture and education sectors.

One of the outstanding health projects is the Rural Child Nutrition Program which is designed to curb the high level of malnutrition found in the rural areas of Honduras. Components of this project include nutrition education, family garden development, food preservation instruction and fish culture techniques.

Within the agricultural sector, one of the major volunteer programs has been in the area of forest management and natural resource preservation. Forestry volunteers contribute to environmental studies, environmental education, watershed management, pollution control and resource inventories.

Those volunteers serving the Honduras education system were primarily assigned to do teacher training in an effort to meet the chronic shortage of adequately trained teachers. Volunteers were also assigned to several special education projects.

BASIC HUMAN NEEDS

Jamaica	Population 2 million
	Vols
Health/Nutrition	11
Food/Water	18
Knowledge/Skills	49
Econ Dev/Incomes	21
Housing	
Energy/Conservation	
Community Services	6

Teaching has been a major focus of Peace Corps/Jamaica. Volunteers have introduced new curricula in math, social studies and early childhood education. They have worked in teacher training schools and prepared in-service courses for Jamaican teachers.

Volunteers in the agriculture segment have worked primarily with cooperatives, advising farmers in farm management and new techniques and providing business training for cooperatives' managers.

The current unemployment problem in Jamaica has made vocational education and rehabilitation programs a priority. Pipefitting, plumbing, auto mechanics, and carpentry are among the trades taught by volunteers. Other projects have focused on home economics training and the development and improvement of cottage industries.

In cooperation with the Jamaican Government, Peace Corps/Jamaica plans to expand its assistance in the areas of food production and rural health care. An increase in volunteer program opportunities is expected as a result of funds made available by third party agencies.

BASIC HUMAN NEEDS

Nicaragua	Population 1.937 million
	Vols
Health/Nutrition	44
Food/Water	18
Knowledge/Skills	20
Econ Dev/Incomes	
Housing	
Energy/Conservation	5
Community Services	13

Over a third of volunteer strength in Nicaragua is in agriculture/rural development. A reassessment of program needs in the past year resulted in a decision to phase out a number of projects in urban areas which were judged not consistent with the Peace Corps commitment of meeting basic human needs.

Volunteers continued working in municipal markets to improve sanitary conditions and provide advice on purchasing, storage, display, sales and recordkeeping methods. They were also active in community development projects among families with pre-school children.

Agriculture volunteers assisted farmers in newly settled areas in the improvement of irrigation and marketing systems and crop production.

The immediate result of the redirection of programs in Nicaragua will be a decrease in the number of volunteers until new, grassroots projects become fully operational. The long range implication, however, will be more productive development for the neediest segment of the rural population.

BASIC HUMAN NEEDS

Paraguay	Population 2.75 million
	Vols
Health/Nutrition	42
Food/Water	36
Knowledge/Skills	21
Econ Dev/Incomes	13
Housing	
Energy/Conservation	9
Community Services	

Peace Corps programming in Paraguay continues to focus heavily on the provision of direct assistance to the poorest in that country. Particular emphasis is placed on health and agriculture.

Significant growth of the program in FY 77 is due, in large part, to the Indigenous Community Development Program. This multisector activity aimed at improving the standard of living of Paraguay's very large Indian population includes crop and seed production, nutrition and sanitation education and artisan production. The Peace Corps works closely with the Inter-American Foundation which provides funds to certain indigenous organizations.

Other new Peace Corps programming includes agricultural colonization, vocational education, agricultural research, small business and cooperative research and municipal assistance.

Africa

Richard A. Miller, Peace Corps volunteer, lives in Gbecohn, a village of about 50 houses located in the West African country of Liberia.

"My house is made of mud-blocks and is covered with plaster. It has a cement floor and zinc roof. There is no electricity and water is taken from a well or from the roof when it rains," Richard explains.

It rains a lot in the typically tropical climate. There are two distinct seasons—wet and dry. Between 150 and 170 inches of rain fall annually during the rainy season from April to November. The land is covered with dense jungle, except where it has been cleared for farming. The diet consists mainly of rice, soups made with fish, greens or other locally available foods.

The official Liberian language is English, which is used by most urban dwellers and in schools, government and business offices.

"In my village," the volunteer explained, "are several people who speak English but most use Kpelle and Bassa, the local dialects. I received Peace Corps training in Kpelle. I can speak basic greetings and expressions in the dialect."

Liberia, with a 370-mile-long coastline, is bordered by Sierre Leone, Guinea, and the Ivory Coast. Sixteen tribes with 28 tribal dialects inhabit the republic. About 90 per cent of the people have retained their tribal customs.

The government is a democracy that follows the 1847 United States Constitution. The literacy rate is 10 per cent, life expectancy is 45 years and the per capita income is about $333 a year.

Richard, who has a bachelor's degree in general biology, worked as an orderly at Community Hospital in Durango, Colorado, before he joined the Peace Corps.

Richard spends most of his working time in the Gbecohn health clinic. In addition, he teaches health at the local school and makes health-related outreach visits to nearby villages.

"The purpose of the program is to improve the overall health of the rural people of Liberia, especially of mothers, pregnant women and small children," he explained. "We hope to lower the high maternal and infant mortality rate."

The health program focuses on education and prevention.

"This is done mainly through the use of preventive measures such as vaccination, practical demonstration and health education concerning nutrition, sanitation and other subjects. Progress is hard to measure but I believe that it is being made."

"My most satisfying experience has been the work and the several good friends I have made. There is a vast cultural difference between the Western world and the rural African one. At this point, I feel that I have overcome the biggest obstacles. The people are friendly, tolerant and generous, but there are big differences in values concerning money, social position and personal relationships. I realize that there are many things about me that the Liberians don't understand. They have accepted my presence in the village, but with some reservation. Some of the village people have been friendly to me and some reserved.

"I try to get along by doing my job the best I can and maintaining an attitude of interest, but not prying into local affairs."

Fiscal Year 77 was not one of dramatic change in the Africa Region; it was, however, a year during which the Peace Corps re-evaluated its traditional role in Africa and laid the ground work for change in the year to come.

In FY 77, as in the past, about 30% of the volunteers in Africa have been involved in Teaching English as a Foreign Language. Peace Corps teachers in Africa have an image of dedication and professionalism that will stand in good stead successive groups of Peace Corps volunteers who come to carry out other projects. The road leading away from this concentration in education is a long one, but the first steps of the journey have been taken towards diversifying the programs so that the Peace Corps' efforts will address those needs felt most keenly by the poorest people of the host country.

In the past, the Peace Corps lacked volunteers with the backgrounds necessary to implement a broad range of agricultural, rural development and health programs which the Peace Corps would like to initiate in Africa. Now the Peace Corps has begun through the Skilled Trained Volunteer (STV) to combat this problem and FY 78 plans call for this shift in programming directions in Africa. In FY 77 the Region began training volunteers in special skill areas in which they frequently had little background or previous training. These STV programs are being conducted to provide volunteers with skills in the following areas:

- Rural community development tied with basic health and/or agricultural skills;
- Crop extension;
- Agriculture education;
- Irrigation;
- Seed and vegetable production;
- Diesel, gas and agricultural mechanics; and,
- Rural vocational education in carpentry, gardening, masonry and small animal husbandry.

In addition, the Africa Region provided supplemental specialized training for volunteers who had basic knowledge in agriculture, health and science, in Togo, Chad, Central Africa Empire, Gabon, Kenya, Liberia, Mali, Niger, Swaziland, and Upper Volta. For example, the Region provided training in tropical diseases for laboratory technicians; in fish culture for biology majors; in animal husbandry and crop extension for volunteers with agricultural backgrounds; and in teaching techniques for math and science majors.

In Africa during FY 77, the Ethiopia program was concluded due to the unstable political situation, Peace Corps activities were initiated in Rwanda, and negotiations for a number of other new country entries were started.

Reflective of the Peace Corps' interest in new programming areas, plans were formulated during FY 77 to hold a Sahel Conference to discuss the unique problems of that area and develop ways the Peace Corps can help address those problems. The conference is to take place in early FY 78 when the Peace Corps Country Directors from the Sahel region will meet in Ouagadougou.

The Africa Region Conference was held September 27-October 3, in Niamey, Niger, West Africa. It allowed the Country Directors and new ACTION and Peace Corps management to meet and talk about program directions. The problems of meeting enormous human needs of the continent with small, village-level volunteer programs was discussed.

BASIC HUMAN NEEDS

Benin	Population 2.8 million
	Vols
Health/Nutrition	
Food/Water	
Knowledge/Skills	27
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	

Programs in Benin were disrupted in 1977 by political unrest, necessitating the restriction of volunteers to their work sites. Rural development projects were brought to a complete standstill. Although the political situation has eased, activity is now limited to secondary education programs involving 27 volunteers.

Peace Corps volunteers in Benin have in the past had excellent results in grain storage and animal traction programs, making use of available materials and skills. An inservice teacher training program initiated by volunteers has since been taken over by Benin teachers, many of them trained by volunteers.

The future of Peace Corps/Benin is not yet clear. The decision has been made, however, to recruit a new country director in anticipation of a renewed effort in Benin.

BASIC HUMAN NEEDS

Botswana	Population 648 thousand
	Vols
Health/Nutrition	12
Food/Water	4
Knowledge/Skills	87
Econ Dev/Incomes	20
Housing	
Energy/Conservation	
Community Services	

Because of the priority the government of Botswana has placed on education in its development plan, secondary education remains the largest component of Peace Corps/Botswana. Nearly a quarter of the volunteers work in public administration as economic planners and treasury advisors and in small business as marketing and advertising advisors. The volatile political situation throughout southern Africa has necessitated close attention on the part of Peace Corps staff to the general political awareness of volunteers vis-a-vis South Africa, Rhodesia, and the refugee situation.

A substantial increase in the number of locally-trained secondary teachers in the next few years will allow Peace Corps/Botswana to focus greater volunteer strength in other program sectors, particularly in rural development.

BASIC HUMAN NEEDS

Cameroon	Population 6.5 million
	Vols
Health/Nutrition	3
Food/Water	67
Knowledge/Skills	30
Econ Dev/Incomes	11
Housing	
Energy/Conservation	2
Community Services	

FY 77 was a period of significant growth for the Peace Corps in Cameroon, both in terms of the number of volunteers and the diversity of programs in which they participated. Peace Corps/Cameroon maintained large projects in fisheries development, agricultural co-op management and education.

Education continued to be a major area of activity with volunteers serving as TEFL teachers at both the secondary and university levels. However, in FY 77, PC/Cameroon moved toward greater involvement in health and rural development. As part of this redirection, volunteers were placed in villages where they are engaged in organizing health committees which work to improve sanitation, nutrition and child care standards.

In another rural health education project, volunteers participated in a joint USAID/Peace Corps project designed to provide better health to villagers in the eastern section of Cameroon and to develop and introduce a health education curriculum into primary schools.

BASIC HUMAN NEEDS

Central African Empire	Population 2.2 million
	Vols
Health/Nutrition	7
Food/Water	15
Knowledge/Skills	50
Econ Dev/Incomes	
Housing	
Energy/Conservation	3
Community Services	

During FY 77 Peace Corps/CAE placed increasing emphasis on rural development projects and initiated an expanded involvement in health.

In the area of rural development several new projects were begun in well construction designed to improve rural water supplies and irrigation capabilities, and in the construction of rural school buildings. In April of 1977, nine volunteers arrived to begin work in a joint USAID/Peace Corps health education project in the Ouhame province. At the same time, Peace Corps/CAE was expanding its involvement in the development of fisheries to nine projects.

Education continued to be the largest area of Peace Corps involvement, with volunteers teaching English, science and math at both secondary and university levels.

In order to facilitate significant expansion in the agriculture and rural development field, a new staff member was appointed to supervise programming in this area.

BASIC HUMAN NEEDS

Chad	Population 4.2 million
	Vols
Health/Nutrition	
Food/Water	14
Knowledge/Skills	59
Econ Dev/Incomes	
Housing	
Energy/Conservation	3
Community Services	1

The major concentration of the Peace Corps in Chad is Teaching English as a Foreign Language (TEFL). In smaller programs volunteers are engaged in planting fruit and shade trees, establishing nurseries, and upgrading the skills of Chadian foresters.

A remarkable increase in the number and variety of rural development projects has occurred in the past year, among them desert control, mechanics, and women's handicrafts. Volunteers are assisting the Ministry of Agriculture in the planting of *Acacia Albida*, a tree uniquely suited for the Sahel. The most promising aspect of the project is that it does not require volunteers with advanced or overly technical degrees.

Desert control and other rural development sector programs will increase in the next few years as part of a larger anti-desertification effort throughout the Sahel.

BASIC HUMAN NEEDS

Gabon	Population 550 thousand
	Vols
Health/Nutrition	
Food/Water	
Knowledge/Skills	36
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	

Peace Corps/Gabon worked during FY 77 to more clearly focus volunteer activities directly on the needs of the rural poor. Volunteers assigned to rural primary school construction projects and teachers in rural areas received training in health as a secondary job skill. In addition to their pri-

mary job assignments, they formed a variety of health education groups designed to upgrade community health and nutrition standards.

Peace Corps/Gabon also moved to increase its participation in adult education by assigning volunteers to renovate unused community centers which will be staffed by future volunteers involved in adult education programs.

In the past, Peace Corps volunteers in Gabon have been assigned only within the educational system. However, plans are being made to involve volunteers in such projects as fisheries and community development.

BASIC HUMAN NEEDS

The Gambia	Population 500 thousand
Health/Nutrition	1
Food/Water	
Knowledge/Skills	16
Econ Dev/Incomes	8
Housing	
Energy/Conservation	
Community Services	13

Peace Corps activity in The Gambia during FY 77 has paved the way for increased emphasis in rural development, community development and health. Community development workers, primarily day care center volunteers stationed in rural villages, have begun efforts aimed at a general upgrading of basic maternal/child health and nutrition standards.

A volunteer medical technician upriver established a village clinic in cooperation with a Gambian counterpart. It is now run solely by Gambians. This is a program which Peace Corps/Gambia plans to expand.

Another highly successful project, which has enabled many Gambians to gain employment, is the Small Business Advisory project started in 1974. It provides assistance to Gambian businesses in marketing and bookkeeping techniques. The Gambian Artisans Cooperative (GAMCO), which began as a Peace Corps project, is now Gambian-owned and run, providing an outlet and source of income for a large number of Gambian artists.

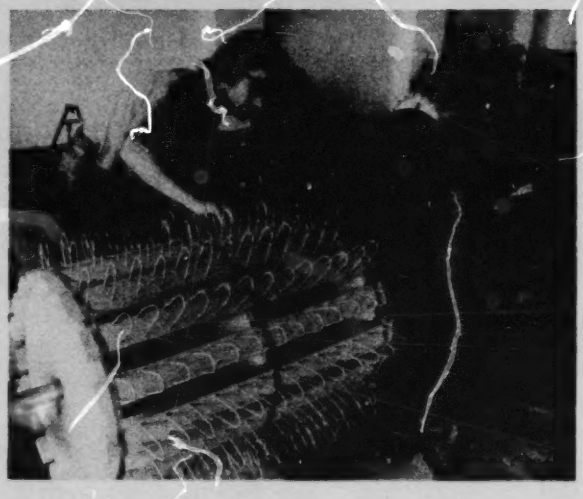
The Gambia's program has remained fairly stable in numbers during FY 77. With the arrival of a new director and associate director, and projections for input in rural construction and water resources, growth is expected in projects at grass roots level during FY 78.

BASIC HUMAN NEEDS

Ghana	Population 9.5 million
	Vols
Health/Nutrition	
Food/Water	35
Knowledge/Skills	168
Econ Dev/Incomes	7
Housing	
Energy/Conservation	
Community Services	7

Peace Corps volunteers in Ghana have focused primarily on education, with major emphasis on math/science in secondary schools. Efforts in agriculture have been hampered by a chronic lack of material support from the Ministry of Agriculture.

In the past year there was a 50% growth in volunteer strength in Ghana. Two new programs started in special education and French teaching. The rural development sector was strengthened with the assignment of skill-trained volunteers to non-traditional vocational education centers to teach wage-earning skills to young school dropouts. Success in the vocational program can open the rural development sector to greater Peace Corps activity in the future.



BASIC HUMAN NEEDS

Ivory Coast	Population 6.2 million
	Vols
Health/Nutrition	9
Food/Water	8
Knowledge/Skills	48
Econ Dev/Incomes	
Housing	
Energy/Conservation	9
Community Services	

Teaching English as a Foreign Language (TEFL) has constituted the bulk of volunteer activities in the Ivory Coast. Volunteers have also developed programs in irrigation and water control systems. They have aided in the clearing, surveying and mapping of swampland for rice production, training Ivorians in the technical aspects of this work.

Requests for TEFL Volunteers dropped in 1977 as trained Ivorians become available to fill positions once held by volunteers. Development in other program sectors did not occur because the government's requests specified highly technical skills which the Peace Corps cannot easily fill. This lack of interest in generalists volunteers may make it impossible for Peace Corps to shift program emphasis to the needs of the rural poor in health and nutrition.

BASIC HUMAN NEEDS

Kenya	Population 13 million
	Vols
Health/Nutrition	52
Food/Water	44
Knowledge/Skills	144
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	

The dominant sector in FY 77 in Peace Corps/Kenya was education, with emphasis on math/science secondary teaching.

Agriculture volunteers helped farmers improve their techniques in animal husbandry and irrigation. Rural development volunteers established farm credit cooperatives and constructed roads and water supply systems. Health volunteers were professionals engaged in training Kenyan health personnel.

Recent changes have come with the institution of a special education program and the reintroduction of a food production program. New education volunteers assigned to rural areas have received intensive training in nutrition and maternal/child health as secondary skills.

BASIC HUMAN NEEDS

Lesotho	Population 1.2 million
	Vols
Health/Nutrition	14
Food/Water	3
Knowledge/Skills	129
Econ Dev/Incomes	1
Housing	
Energy/Conservation	
Community Services	

Education absorbed up to 80% of the volunteers assigned to Lesotho. They taught English as a Foreign Language, math/science subjects, and vocational education courses.

One of the main issues facing Peace Corps/Lesotho is the need for diversification into the health and agriculture sectors. Administrative and logistical problems with host country agencies have hindered expansion in health programs. The scarcity of arable land has limited the potential for successful crop production programs. Volunteers are now working in soil conservation programs to combat a severe erosion problem.

A grave housing shortage in Lesotho has led to difficulties in the placement of volunteers. In order to increase the number of volunteers working in the agricultural sector, a shift in program emphasis is planned rather than an increase in overall volunteer strength.

BASIC HUMAN NEEDS

Liberia	Population 2.5 million
	Vols
Health/Nutrition	48
Food/Water	18
Knowledge/Skills	110
Econ Dev/Incomes	6
Housing	
Energy/Conservation	7
Community Services	20

Peace Corps volunteers in Liberia have taught secondary math and science, business and vocational subjects and have functioned as teacher trainers and curriculum development specialists.

Health volunteers worked in maternal and child care, family planning and nurse education. Health programs are the strongest in terms of impact. Volunteers in the rural areas are providing preventive medical services and have helped develop health manuals for use in rural clinics.

Volunteers have also served as forestry and fisheries officers, cooperatives advisors, farm extension agents, and civil engineers.

Because of insufficient cooperation among volunteers, Peace Corps staff, and host country agencies, high volunteer attrition rates have been a recent setback in the education and rural development sectors in Liberia. Steps have been taken to correct this situation.

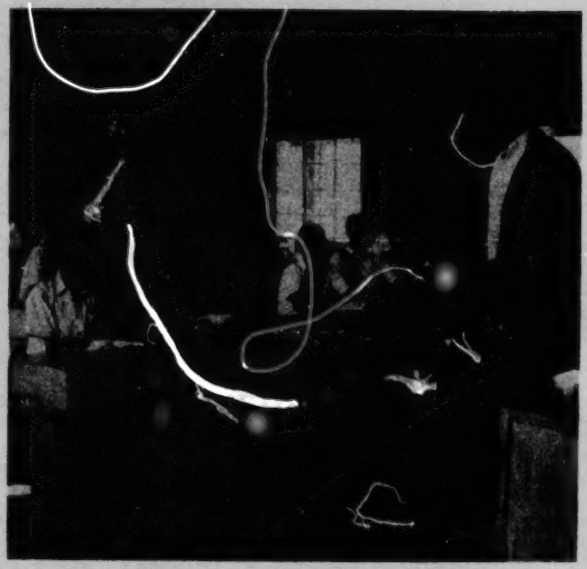
Peace Corps/Liberia expects to continue a high level of participation in the education sector, supporting the government's efforts to expand the educational curriculum, and to increase efforts in the effective health programs in rural areas.

BASIC HUMAN NEEDS

Malawi	Population 4.5 million
	Vols
Health/Nutrition	2
Food/Water	6
Knowledge/Skills	
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	

Early Peace Corps programs in Malawi placed volunteers in education, public health, community development, and agriculture. After 1971, the Government of Malawi requested only highly skilled volunteers to be placed on an individual basis to train Malawian counterparts.

Peace Corps programs in Malawi have recently been reassessed. Individual placements of highly skilled volunteers do not meet current Peace Corps programming criteria, and future programs will depend on the outcome of negotiations with the Government of Malawi.



BASIC HUMAN NEEDS

Mali	Population 5.63 million
	Vols
Health/Nutrition	
Food/Water	8
Knowledge/Skills	50
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	

Rural development and education have received the most Peace Corps volunteers in Mali. Agriculture volunteers have worked in livestock and vegetable production and have assisted in all stages of citrus oil production.

During the past year, the number of volunteers in Mali has almost doubled to meet additional requests for volunteers in the rural development, health, and education sectors. The success of the Peace Corps TEFL program encouraged the government to accept volunteer teachers in math and science as well. Rural health and community development projects received increased funding from USAID.

New programs are planned in rural health, fisheries and anti-desertification.

BASIC HUMAN NEEDS

Mauritania	Population 1.4 million
	Vols
Health/Nutrition	10
Food/Water	
Knowledge/Skills	2
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	

The Peace Corps has had a checkered history in Mauritania. The initial program in 1967 ended the same year because of political unrest. Following re-entry in 1971, further unrest in 1976 disrupted the program again. Since 1971 the number of volunteers in Mauritania has been very small, with most working to reduce acute malnutrition affecting large segments of the population. They also assisted in United Nations Development Program drought relief efforts.

FY 77 has been a rebuilding year, with a new contingent of volunteers arriving for assignment to maternal and child health (MCH) care centers. They are concentrating on preventive medicine, improving hygiene, nutrition and sanitation, and upgrading the skills of host country personnel assigned to these centers.

The Government of Mauritania has also asked volunteers to serve as advisors to women's agricultural cooperatives and education centers and as math/science teachers.

BASIC HUMAN NEEDS

Niger	Population 4.6 million
	Vols
Health/Nutrition	19
Food/Water	30
Knowledge/Skills	38
Econ Dev/Incomes	
Housing	
Energy/Conservation	24
Community Services	

Peace Corps volunteers in Niger have worked in education, health, and agriculture/rural development. Volunteer strength in these three areas has been better balanced than in most countries. Pre- and post-natal care facilities established by volunteers have received the support of such organizations as WHO and UNICEF.

Education volunteers teach English from secondary school through the university level. Health volunteers are providing training in hygiene, child care, and nutrition. Rural development volunteers are battling the drought which still threatens Niger, developing water resources, designing irrigation projects and determining optimal use of seasonal water. Forestry volunteers are working to slow the spread of the desert, planting nitrogen-binding trees to restore soil fertility.

BASIC HUMAN NEEDS

Rwanda	Population 4 million
	Vols
Health/Nutrition	
Food/Water	1
Knowledge/Skills	4
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	

The Peace Corps has been in Rwanda for only two years, with volunteers serving as university professors of English and home economics.

The first full-time Peace Corps staff member has now been appointed. Rwanda has requested volunteers for agriculture and fisheries programs.

BASIC HUMAN NEEDS

Senegal	Population 5.1 million
	Vols
Health/Nutrition	
Food/Water	1
Knowledge/Skills	55
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	43

Peace Corps/Senegal has concentrated its resources in two fields, Teaching English as a Foreign Language (TEFL) and rural development. Construction projects, crop demonstration farms, fisheries and handicraft cooperatives have all been integral components of the rural development effort.

The TEFL program, historically comprising about 60% of volunteer strength, has recently been cut back to allow for an expansion in community development projects. Volunteers are involved in the construction of latrines, wells, roads, maternity clinics and hospitals, school rooms, and in improving the production of rabbits, chickens and goats.

Rural health programs, water resource development and reforestation projects are planned.

BASIC HUMAN NEEDS

Seychelles	Population 60 thousand
	Vols
Health/Nutrition	3
Food/Water	
Knowledge/Skills	1
Econ Dev/Incomes	1
Housing	
Energy/Conservation	
Community Services	

The Peace Corps program started in 1974 in the Seychelles is very new and small. Volunteers have worked as advisors to agricultural cooperatives, and as marine biologists, social workers, physical education teachers and occupational therapists.

With the appointment of the first full-time staff members, Peace Corps/Seychelles plans to direct its efforts toward those groups and individuals most in need of assistance.

The needs of women will receive special consideration, and programs are planned to aid the physically and mentally handicapped.

BASIC HUMAN NEEDS

Sierra Leone	Population 3 million
	Vols
Health/Nutrition	6
Food/Water	67
Knowledge/Skills	125
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	

Sierra Leone has a large Peace Corps presence. The majority of volunteers have served as secondary school teachers. In education, the emphasis is now shifting to volunteers as vocational education instructors, and the primary teacher training workshop program has recently been renewed. Special education volunteers have begun to work with physically and mentally handicapped.

Agriculture volunteers have contributed very significantly to the overall success of Peace Corps/Sierra Leone through the swamp rice extension program. Projects in grain storage and cooperatives organization build on the success of the swamp rice project. Volunteers are helping construct rural schools and feeder roads and in the development of water resources.

Health programming is being developed for volunteers to work in rural health delivery systems, addressing general health education, immunization and sanitation needs.

BASIC HUMAN NEEDS

Swaziland	Population 525 thousand
	Vols
Health/Nutrition	7
Food/Water	12
Knowledge/Skills	97
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	2

Peace Corps in Swaziland has worked primarily in the field of education, with most volunteers teaching math and science in secondary schools.

Current education projects involve a number of volunteers teaching technical subjects in the Swaziland College of Technology. The agriculture program is now expanding with the arrival of skill-trained volunteers to teach agriculture and serve as agricultural mechanics. In the health sector, volunteers have joined government-sponsored health teams to provide medical examinations for first and second grade children, to cover and treat childhood diseases.

Initial successes in the new agriculture and health programs are paving the way for expansion in these areas of vital importance to the medical and economic needs of the rural population.

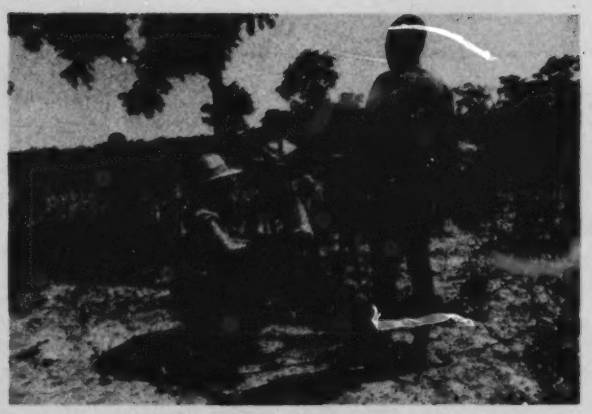
BASIC HUMAN NEEDS

Togo	Population 2.2 million
	Vols
Health/Nutrition	3
Food/Water	31
Knowledge/Skills	65
Econ Dev/Incomes	6
Housing	
Energy/Conservation	
Community Services	

Agriculture/rural development and education have received the major program emphasis of Peace Corps/Togo. Volunteers in rural construction projects have built classrooms, dispensaries, wells, bridges, dams and latrines. They are now primarily engaged in agricultural education, school construction and animal traction projects.

Primary school designed by volunteers have become the model for schools throughout Togo. Togo was one of a number of Francophone countries to utilize volunteer math teachers who had received stateside training in French. Volunteer teachers, in addition to their normal duties, have organized adult English classes and prepared teaching materials in the local language.

Togo recently accepted volunteers to work in home economics and health education which marks the beginning of work in the health sector.



BASIC HUMAN NEEDS

Upper Volta	Population 5.7 million
	Vols
Health/Nutrition	7
Food/Water	
Knowledge/Skills	14
Econ Dev/Incomes	7
Housing	
Energy/Conservation	13
Community Services	52

Volunteers in Upper Volta have been engaged primarily in rural development and education. The water resources program has received strong support from the government and international agencies, with volunteers digging wells, establishing irrigation systems and building dams. All projects were designed to upgrade the skills of local workers.

The current emphasis in rural development is in response to the drought situation which still prevails. The Peace Corps reforestation program is designed to help replenish ground cover and stop the spread of the Sahara. Health education volunteers are now assigned throughout the country to improve rural standards of nutrition, maternal care and hygiene. Volunteers are also teaching basic home economic skills to rural women.

Besides teaching English in schools, volunteers have helped improve the English capabilities of civil servants at the National School of Administration.

The new country director in Upper Volta is conducting a thorough program review.

BASIC HUMAN NEEDS

Zaire	Population 23.9 million
	Vols
Health/Nutrition	24
Food/Water	23
Knowledge/Skills	184
Econ Dev/Incomes	
Housing	
Energy/Conservation	
Community Services	5

Peace Corps/Zaire maintained the level of its commitment in FY 77 despite the disruptions of a war in Shaba and volcanic eruptions in the northeast.

Teaching English as a Foreign Language (TEFL) has been the single most important activity of Peace Corps volunteers since their arrival in Zaire.

In more recent years, there has been an increasing number of volunteer teachers of math and science. The problem of recruiting qualified math teachers has been alleviated by offering volunteers a service-learning program which can be credited toward a graduate education degree.

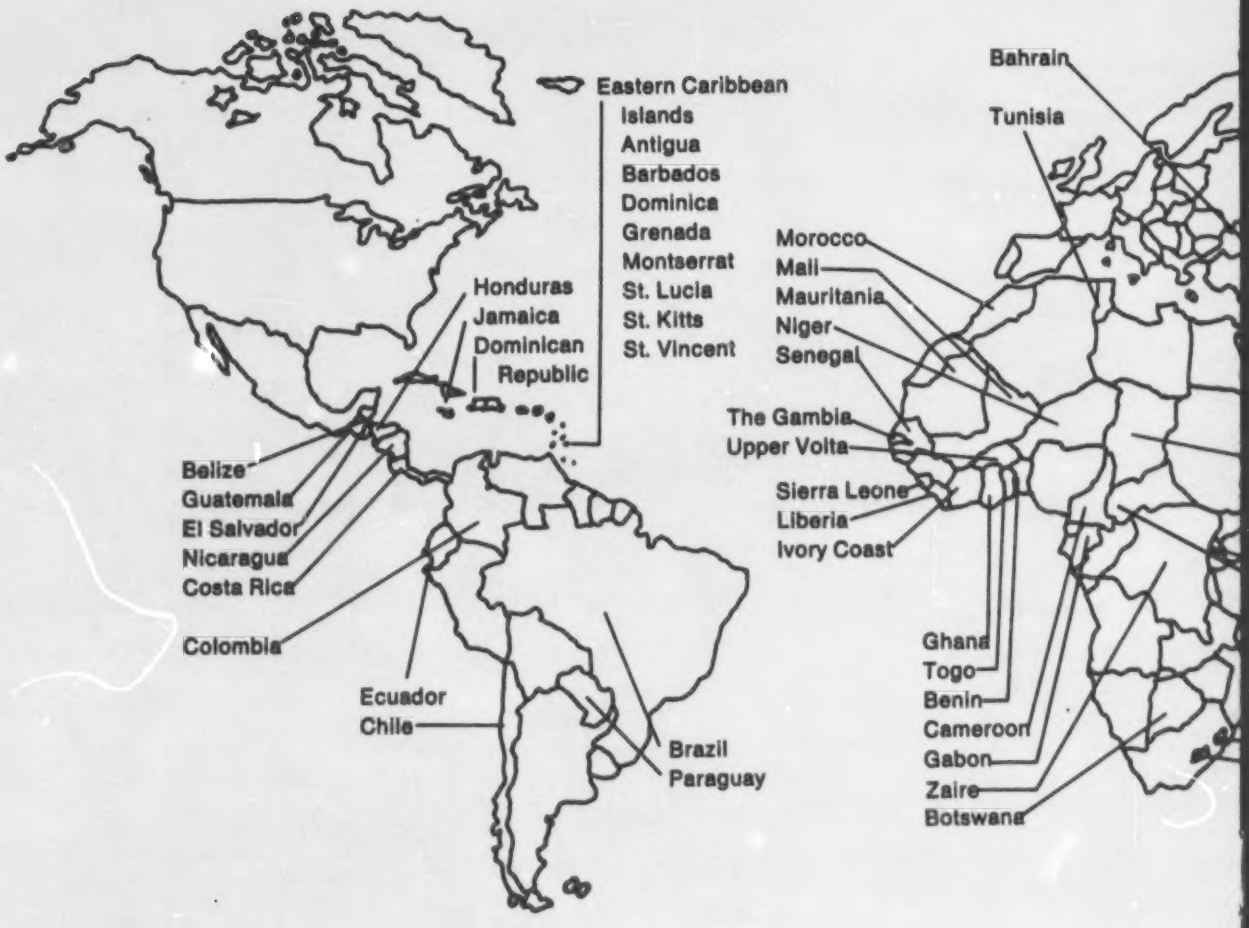
Volunteers have also taught agriculture, worked in maize production projects and a pilot fisheries program. This fisheries program has now been expanded as a result of its success in helping Zairean fish farmers double their incomes. Health programs have been limited to volunteers with professional medical training.

A new approach is being tried out with a number of the many volunteers who extend service in Zaire. They now have the opportunity to become government or project liaison officers or, with training, to move into less structured community service positions to upgrade rural health, sanitation and nutrition standards. Program expansion is planned in this area and in the fisheries program.

PEACE CORPS AROUND THE WORLD

	1962	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	Staff
Afghanistan	13	37	62	192	228	208	171	197	182	197	167	216	178	120	67	75	7
Bahrain													5	8	16	34	3
Belize	36	33	58	49	82	42	85	36	73	37	36	39	43	45	55	53	7
Benin							26	37	47	42	53	61	67	59	56	27	8
Botswana						56	63	68	70	70	71	90	75	100	127	123	9
Brazil	43	202	446	828	1080	603	594	473	501	316	257	283	323	194	115	197	18
Cameroon		52	155	150	133	120	61	50	63	71	77	77	63	77	86	114	7
Central African Empire												14	33	24	38	75	6
Chad					41	30	47	64	46	51	48	60	47	55	61	77	4
Chile	63	161	282	469	592	464	298	277	171	73	50	36	28	68	71	88	7
Colombia	103	413	831	857	917	923	592	497	267	185	179	357	356	220	186	274	17
Costa Rica		74	63	61	167	154	98	83	85	100	76	78	178	163	131	154	12
Dominican Republic	21	179	171	179	126	140	181	121	76	61	74	82	91	71	86	135	10
Eastern Caribbean						89	181	270	177	177	156	239	180	175	189	195	11
Ecuador	123	210	444	389	329	352	375	200	174	195	200	219	262	209	167	201	19
El Salvador	25	55	46	56	117	105	185	93	89	70	57	61	65	65	113	171	10
Fiji							51	158	164	143	108	115	123	128	120	183	10
Gabon		63	70	97	49	71							1	22	22	36	4
The Gambia							16	30	40	52	67	45	38	22	27	38	5
Ghana	136	186	200	184	187	248	348	295	365	415	282	256	297	218	175	217	15
Gilberts													5	3	1	6	0
Guatemala		70	146	83	69	140	162	86	111	71	83	95	141	165	114	182	11
Honduras	27	27	44	159	155	175	203	153	128	136	113	169	148	147	166	204	15
Ivory Coast	41	70	51	75	63	94	99	102	74	101	75	99	128	83	62	74	8
Jamaica	38	48	62	132	153	192	211	248	252	284	121	135	328	156	123	105	10
Kenya				130	297	229	253	277	325	365	271	275	227	168	256	240	16
Korea					181	121	310	294	206	314	268	310	340	216	217	223	23
Lesotho							66	57	43	26	43	52	53	63	82	147	9
Liberia	94	335	468	501	443	317	299	366	241	255	290	304	346	315	214	209	16
Malaysia	143	260	330	444	561	583	495	495	442	394	334	375	329	326	246	275	27
Malawi		45	153	262	278	153	123	199	128	45	19	20	18	16	5	3	0
Mali									1	19	13	20	26	44	20	58	5
Mauritania						11					2	1	7	10	7	12	2
Micronesia						634	1038	689	477	276	329	224	283	310	154	155	18
Morocco		117	173	167	204	122	159	149	223	166	220	233	246	247	232	155	13
Nepal	73	105	137	158	150	300	179	255	192	189	150	120	100	124	109	185	20
Nicaragua								30	74	66	66	49	63	92	134	100	11
Niger	7	16	51	43	122	135	158	88	90	103	71	102	128	146	130	111	10
Oman													15	21	21	29	3
Paraguay						35	56	70	109	69	51	70	63	81	63	121	7
Philippines	567	700	372	714	997	744	797	773	386	355	180	248	347	304	309	421	30
Rwanda															5	5	0
Senegal	6	75	112	51	55	86	159	107	115	114	80	82	94	95	91	99	10
Seychelles													1	5	6	5	0
Sierra Leone	96	189	244	272	323	515	401	477	334	252	156	171	186	262	190	198	14
Solomon Islands											8	12	11	13	27	35	4
Swaziland								44	53	57	80	97	89	161	114	118	9
Thailand	109	295	337	474	567		228	283	222	306	293	268	243	187	166	154	17
Togo	31	44	59	56	63	115	102	85	99	94	61	90	116	91	118	105	8
Tonga						417	114	113	55	72	79	89	72	73	83	85	7
Tunisia	76	95	177	251	325		359	74	170	165	145	113	153	123	135	86	12
Tuvalu																3	0
Western Samoa						385	129	115	75	83	76	91	80	135	108	115	6
Upper Volta						49	44	102	59	70	59	81	53	57	71	93	8
Yemen													12	31	30	40	4
Zaire										77	154	194	293	204	183	236	15

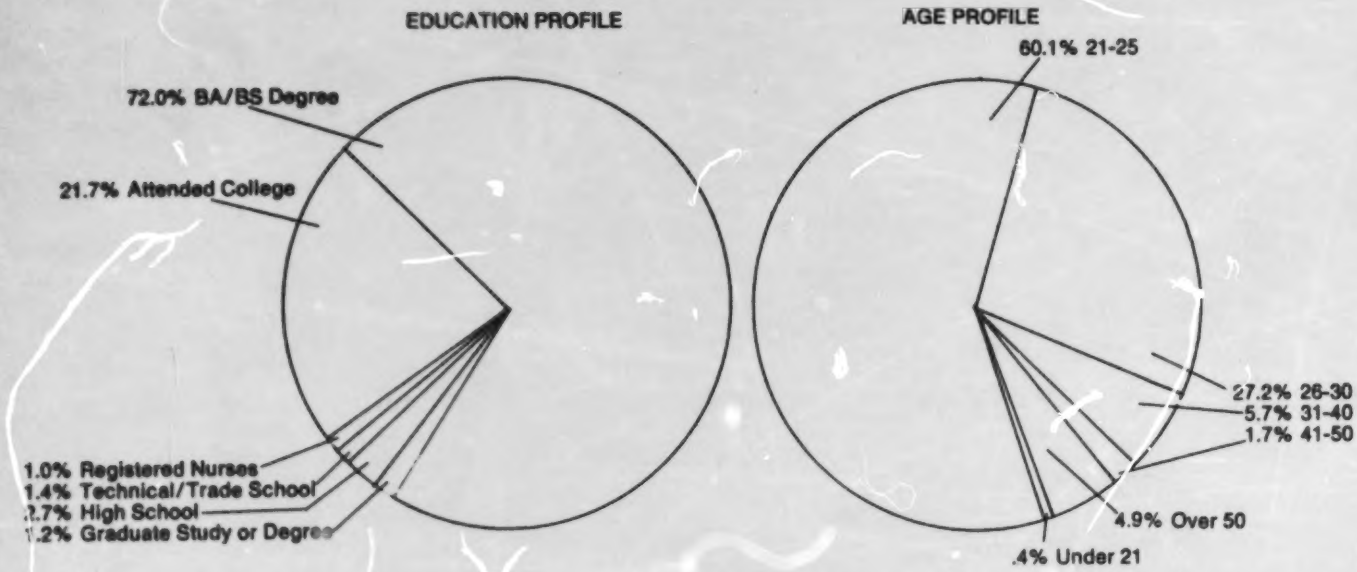
PEACE CORPS AROUND THE WORLD

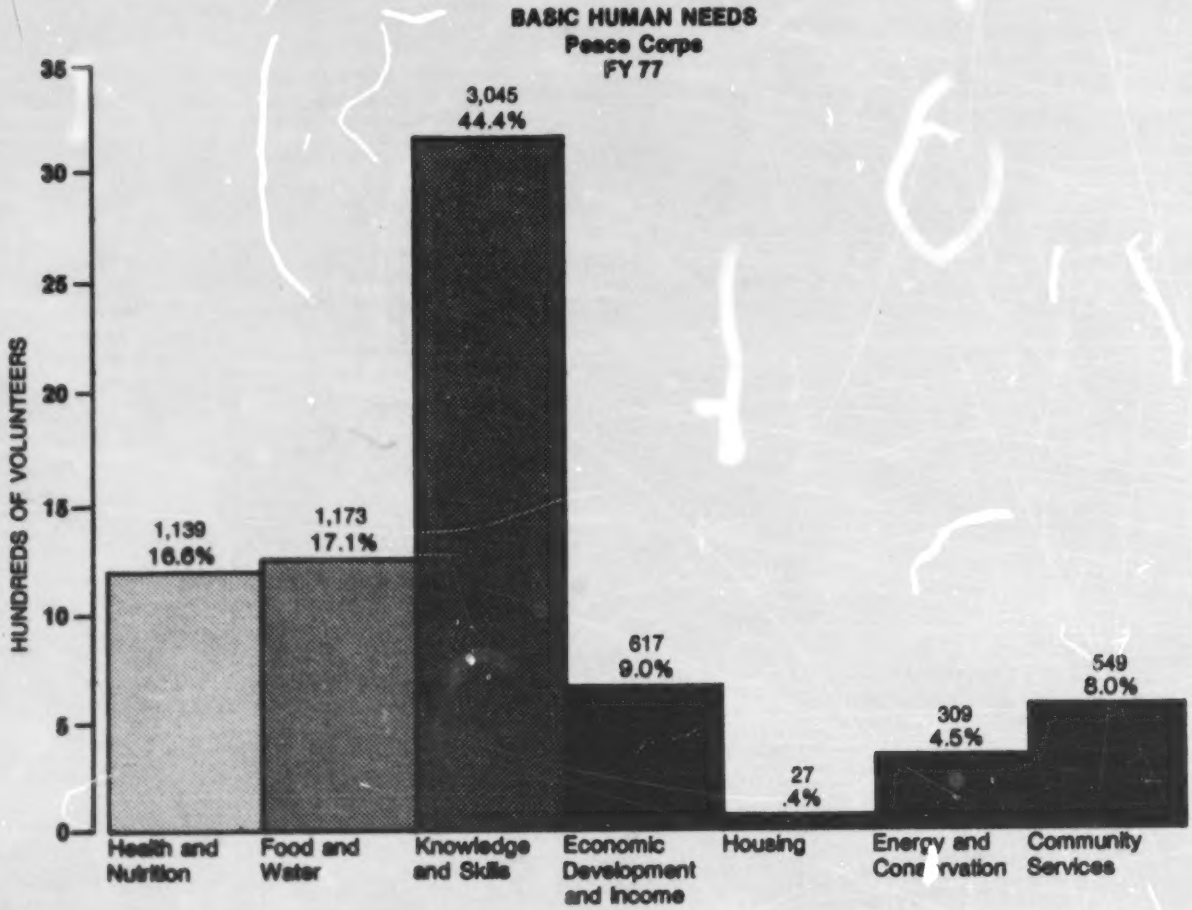


Korea
Afghanistan
Nepal
Philippines
Micronesia
(Trust Territory)
Oman
Yemen
Chad
Thailand
Malaysia
Kenya
Seychelles
Rwanda
Central African
Empire
Malawi
Swaziland
Lesotho
Gilbert Islands
& Tuvalu
Solomon
Islands
Western
Samoa
Fiji
Tonga

6759 Peace Corps Volunteers
and Trainees

4136 Men 60.3%
2723 Women 39.7%





PEACE CORPS BUDGET
FY77

Training
11.360
million

Volunteer Costs
40.785
million

Program Support
32.790
million

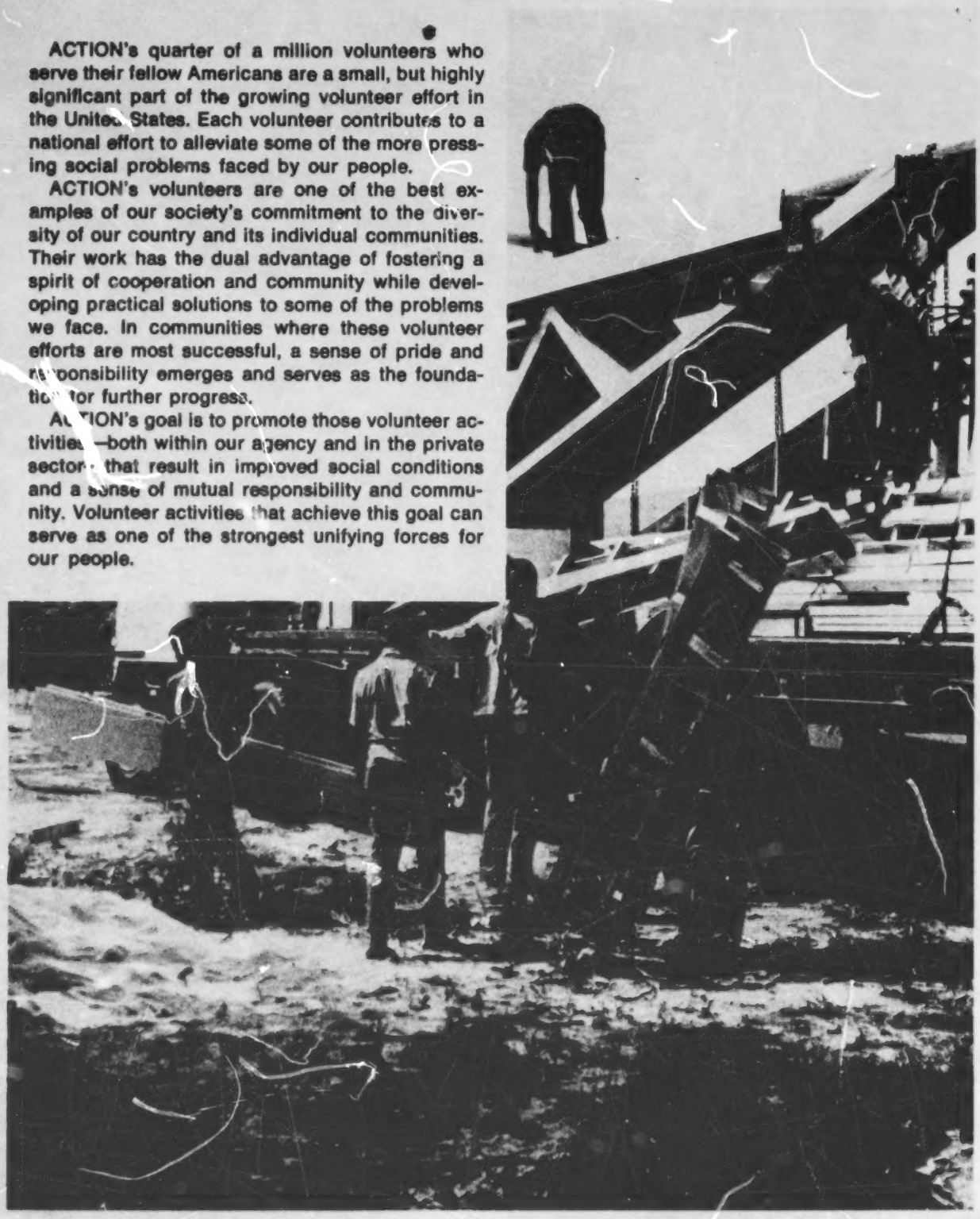
TOTAL 84.935
million

Domestic Volunteer Programs

ACTION's quarter of a million volunteers who serve their fellow Americans are a small, but highly significant part of the growing volunteer effort in the United States. Each volunteer contributes to a national effort to alleviate some of the more pressing social problems faced by our people.

ACTION's volunteers are one of the best examples of our society's commitment to the diversity of our country and its individual communities. Their work has the dual advantage of fostering a spirit of cooperation and community while developing practical solutions to some of the problems we face. In communities where these volunteer efforts are most successful, a sense of pride and responsibility emerges and serves as the foundation for further progress.

ACTION's goal is to promote those volunteer activities—both within our agency and in the private sector—that result in improved social conditions and a sense of mutual responsibility and community. Volunteer activities that achieve this goal can serve as one of the strongest unifying forces for our people.



VISTA

During the 1960s, VISTA's major goal was to help give people a voice about their own destinies through community organization. This became diluted in the 1970s with a major influx of professionally and technically skilled VISTA volunteers delivering services to individuals. With few exceptions, meaningful efforts in community development disappeared.

One exception is the VISTA project at the Social Action Committee of Twenty (SAC-20) in Kansas City, Mo. Following the riots in 1968, a group of 20 youths feared that their neighborhood would fall apart without a concerted effort to improve it. With community involvement and improvement as their goal, they formed SAC-20, a Missouri not-for-profit organization. Its motto is "Ghetto or goldmine—the choice is yours."

Three years ago, the first VISTA volunteers were assigned to SAC-20. They started out by painting, roofing and repairing homes in the dilapidated, riot-scarred area. They soon realized that they couldn't solve the problems by themselves and redirected their efforts toward organizing block clubs to initiate self-help programs and to circulate information on city-funded resources.

By early 1976, with the help of VISTA volunteers an entire 22-block area had been organized into 14 block clubs. Those clubs then united to form the Key Coalition, which subsequently joined the City-Wide Coalition of Neighborhood Organizations.

"Before the Coalition, the people here had no voice. Now, they do and they want to improve their community so that it is viable," said Debra L. Besse, 25, one of a second group of VISTA volunteers.

Ms. Besse and seven other VISTA volunteers helped residents form paint-up committees under a city-sponsored neighborhood paint-up program, organized block clean-up campaigns, took block club representatives to city council meetings to express their needs and set up a tutoring program.

"A lot of people here may say that we live in a ghetto, but we don't have to think and act like ghetto people," said Ms. Besse, who, like the other volunteers, lived in the target area. "Physical improvement should be there, however, before a mental attitude is improved."

Last year, ten new VISTA volunteers were assigned to SAC-20 and started forming clubs on 20 new blocks to expand the target area. Like the earlier volunteers, they act as resources to the existing clubs, informing the members about funding programs and city council issues affecting them.

Recently, the Key Coalition, supported by the volunteers, succeeded in obtaining a $271,000 grant from the Kansas City Public Works Department to install new curbing throughout the original target area.

"The only problem with this grant is that it doesn't include the expanded 20-block area," said Ms. Besse. "Encouraged by the volunteers, the Coalition is working on this issue. Forty representatives recently attended a city budget hearing and voiced their concerns on this and expressed other community needs, such as new sidewalks, street lighting and a smoke detection program to curb the high fire rate in the area."

The present VISTA volunteers are now recruiting community people to take over the programs- a newsletter, the tutoring project and two youth groups.

"The volunteers are not going to start any new programs. Instead, they are going to concentrate their efforts into showing the people how to do it and, most importantly, to stabilize and strengthen the Key Coalition," said Ms. Besse. "Their goal now is to get the Coalition to stand on its own as a viable organization representing the people and obtaining their share of funds from the city. VISTA hopes to completely work itself out of a job at SAC-20 in two years."

Since 1965, VISTA volunteers have been working in communities throughout our country to combat proverty and the problems it creates. However, in 1968, the focus of VISTA moved steadily toward one-on-one service delivery, and VISTAs, in effect, became low-paid social workers.

During the first half of FY 1977, ACTION's VISTA staff was further disheartened by the decision of the outgoing administration to request the elimination of the VISTA program in FY 1978. VISTA's strength dropped to the lowest point in ten years and the average number of volunteers serving in

VISTA, approximately 3,960 (including trainees), was the lowest number since FY 1967, the second year of VISTA operations.

The incoming administration restored the Agency's VISTA budget request to its 1977 level plus $2.35 million. Program development during the second half of the fiscal year resulted in 4,819 VISTA volunteers and trainees serving on 830 projects as of September 30, 1977.

The new VISTA leadership is refocusing the programs to emphasize community advocacy. They, and many who were trying to save VISTA in the past, believe that community advocacy makes the most productive use of the limited VISTA resources. It enables a relatively small number of VISTA volunteers to work with large numbers of people collectively on issues of common concern. In the future, VISTAs will work with citizen organizations to help develop ways for low-income people to solve their own problems.

Community Based Sponsors

A concomitant of this emphasis on citizen participation and organization building is the development of community-based sponsoring organizations for VISTA programs. This approach contrasts with the previous trend toward established institutions as sponsors.

A recently authorized capability to expend up to 20% of VISTA's appropriation on grants or cost-share projects reflects these new directions. At the close of FY 1977, VISTA awarded its first national grants to three coalitions of grass-roots, community-based organizations that work to develop community advocacy groups. The organizations which received these grants were the Community Organization Research Action Project (CORAP), The Federation of Southern Cooperatives, and the Midwest Academy.

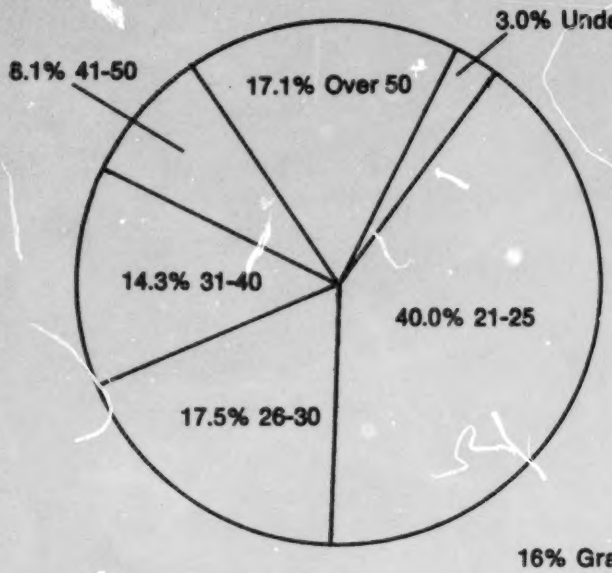
VISTAs assigned to CORAP will be active in a seven state area that includes South Dakota, Missouri, Texas, Arkansas, Louisiana, Tennessee, and Florida. They will work with neighborhood groups that are combating problems of mal-distribution of city services, lack of health care facilities, utility rate reform, sub-standard housing and increasing crime rates in low-income neighborhoods.

Volunteers assigned to the Federation of Southern Cooperatives will focus their activities in the single area of co-op and credit union development, management and expansion. They will work throughout the South in a 12-state area including Virginia, Kentucky, North Carolina, South Carolina, Missouri, Georgia, Texas, Arkansas, Louisiana, Mississippi, Alabama, and Florida.

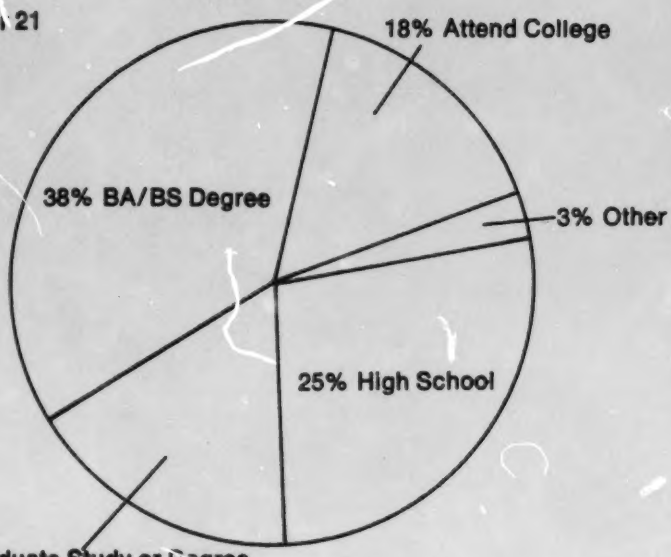
VISTAs assigned to the Midwest Academy, a training institute, will work with individuals at the academy on community development issues. Their aim is to help low-income communities build issue-related community organizations. These volunteers will be serving in 15 states including Vermont, New Hampshire, Massachusetts, Connecticut, Rhode Island, New Jersey, Washington, D.C., Minnesota, Pennsylvania, North Carolina, South Carolina, Ohio, Indiana, Illinois, California and Oregon.

4819 VISTA Volunteers and Trainees
3181 Women 66%
1638 Men 34%

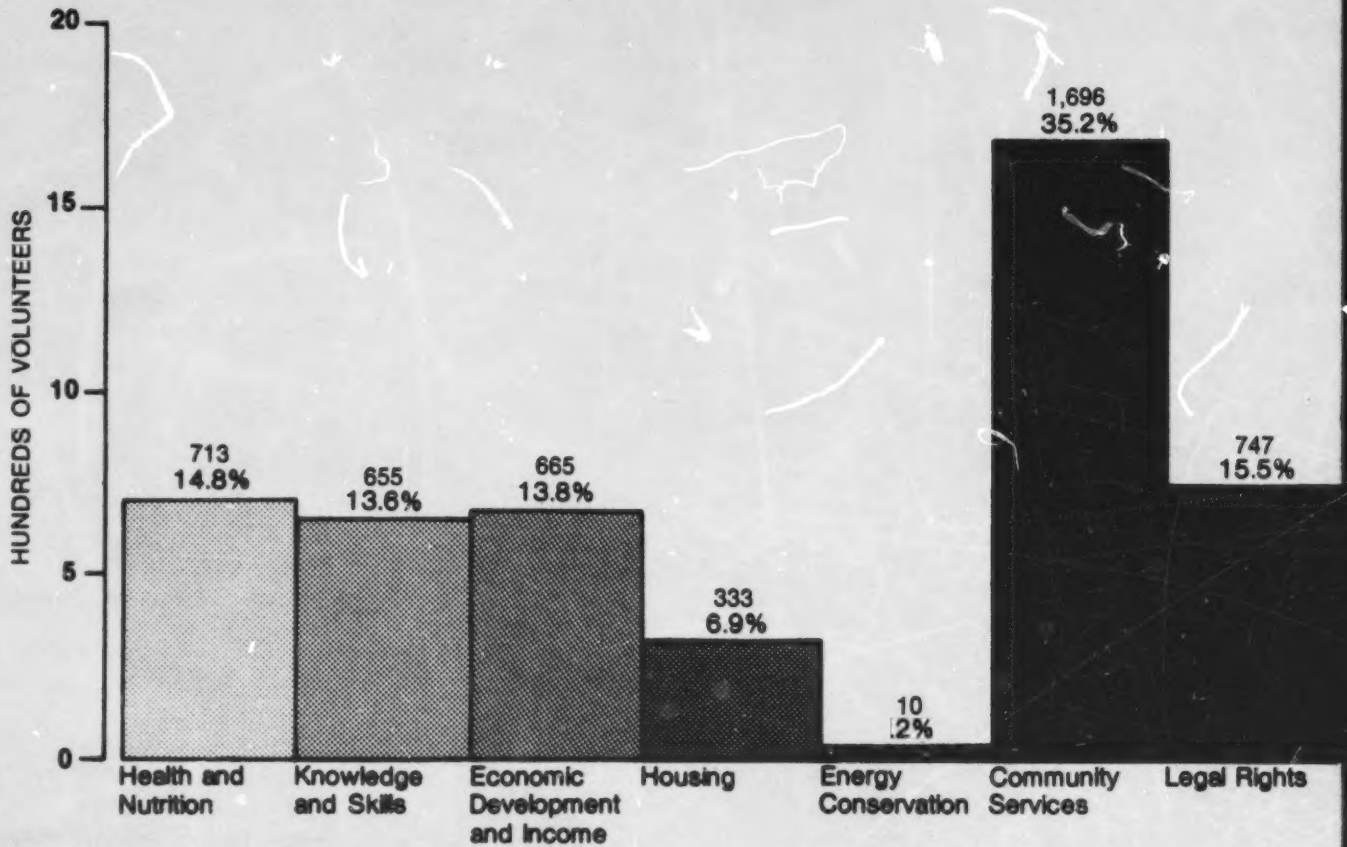
AGE PROFILE



EDUCATION PROFILE



BASIC HUMAN NEEDS
VISTA
FY 77



VISTA BUDGET FY 77

VISTA
19,146,000

Training
1,722,000

Volunteer Costs
15,756,000

Program Support
1,318,000

VISTA Grants
3,582,000

VISTA Cost-Share
209,000

TOTAL 22,937,000

NORTH DAKOTA
32
MINNESOTA
67
SOUTH DAKOTA
19
NEBRASKA
105
IOWA
53
WISCONSIN
111
MICHIGAN
96
INDIANA
46
ILLINOIS
113
KANSAS
52
MISSOURI
112
KENTUCKY
51
TENNESSEE
93
ARKANSAS
77
OKLAHOMA
74
TEXAS
164
LOUISIANA
122
MISSISSIPPI
87
ALABAMA
48
GEORGIA
121
FLORIDA
130
NEW YORK
252
PENNSYLVANIA
OHIO
VIRGINIA
111
WEST VIRGINIA
44
NORTH CAROLINA
87
SOUTH CAROLINA
64
NEW HAMPSHIRE
31
VERMONT
41
MAINE
41
MASSACHUSETTS
136
RHODE ISLAND
81
CONNECTICUT
109
NEW JERSEY
63
DELAWARE
10
MARYLAND
43
DIST. OF COLUMBIA
12
HAWAII
86
PUERTO RICO
17
VIRGIN ISLANDS
33
GUAM
16
AMERICAN SAMOA
0

Locally Recruited/Nationally Recruited VISTA Volunteers

Region	NRV	LRV	% LRV	Total
1	11	428	98	439
2	120	328	73	448
3	23	379	94	402
4	257	580	69	837
5	248	373	60	621
6	228	330	59	558
7	222	100	31	322
8	133	175	57	308
9	184	299	62	483
10	210	191	48	401
Total	1,636	3,183	66	4,819

Types of VISTA Sponsors

National Organizations	17%
Community Action Agency	14%
Other Private Organizations	11%
Legal Services	11%
State Government	9%
Grassroots	8%
Other Government	8%
Local Community Groups	7%
Church or Church-Related Organizations	4%
University and Other Education	4%
Senior Service Organization	3%
Tribal Council	2%
Other	2%
	100%

UNIVERSITY YEAR FOR ACTION

The University Year for ACTION (UYA) is a national service learning program which enables college students to volunteer one year of work involving poverty problems of local communities. The colleges and universities that participate in this program support the UYA volunteers with a small stipend and academic credit for the experiential learning gained through community organization work.

By emphasizing community advocacy, citizen participation and organization building, volunteers help communities develop mechanisms to meet local needs. But many UYA volunteers, like VISTA volunteers, have been involved in one-to-one service projects. The focus is being changed to emphasize projects that help people organize to meet their own needs.

In FY 77, 1,400 UYA volunteers worked in six major areas: Health/Nutrition, Knowledge/Skills, Economic Development/Income, Housing, Community Services and Legal Rights.

The impact of 45 UYA volunteers at Glassboro State College has been turned to basic organization building. The Family Planning Clinic set up by volunteers provided several services for the neighborhood:

- *a thrift shop with access to clothing and furniture, etc.;*
- *a telephone hotline handles rape counseling, divorce cases, etc.;*
- *six parents trained as child care aides;*
- *a housing reservoir which identifies emergency and long-term use shelters;*
- *10 college tutors assist in tutoring high school drop-outs;*
- *vocational training and jobs locator for clients.*

Other projects include:

- *creation of a local library and newspaper;*
- *recreation programs for seniors and teens;*
- *counseling, tutoring and job search for prison inmates;*
- *alternative schools, and*
- *migrant services in health, job referrals and day care.*

The University of Pittsburgh, Johnstown (UPJ)-UYA project is a good example of how voluntary action and citizen participation can help meet the most distressing human and community needs. When a flood hit Johnstown in July, 1977, UPJ was in the process of planning a UYA project for the future. However, the enormous destruction created by the flood made it obvious to both university and ACTION officials that the need for volunteers was overwhelming and immediate. The planning process was foreshortened. Under the guidance of the university, the volunteers and local service agencies developed their own projects. In weeks instead of months, local university students were moving into neighborhoods.

This method of including volunteers with the community and the school for planning is new to UYA.

The University of Pittsburgh, Johnstown projects cover the range of basic human needs:

- *Women, Infants and Children's health and nutrition;*
- *mental health, retardation and alcohol counseling;*
- *adult education (aimed at retraining steel and coal workers who are subject to long-term unemployment);*
- *economic development: bookkeeping, community planning, manpower needs, economic reconstruction;*
- *winterization of houses;*
- *community services in the areas of: programs for the elderly, screening for entry to the Rehabilitation Center, recruitment and programming for the Senior Activity Center, social service referrals through hospitals and Affirmative Action in employment, and*
- *legal services at a legal center and outreach for flood-related legal problems.*

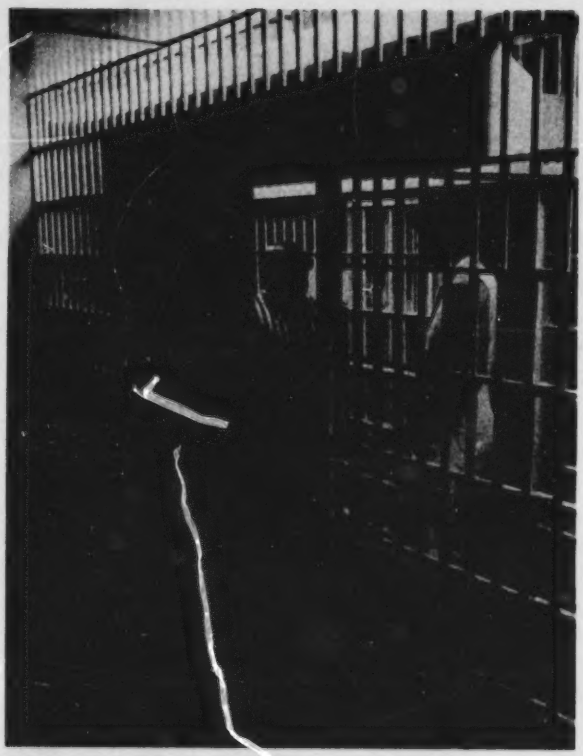
A legislative requirement of UYA is to assist participating schools financially for a maximum of three years. The school must provide a larger share of operating costs each year. The maximum ACTION funding levels for UYA projects are:

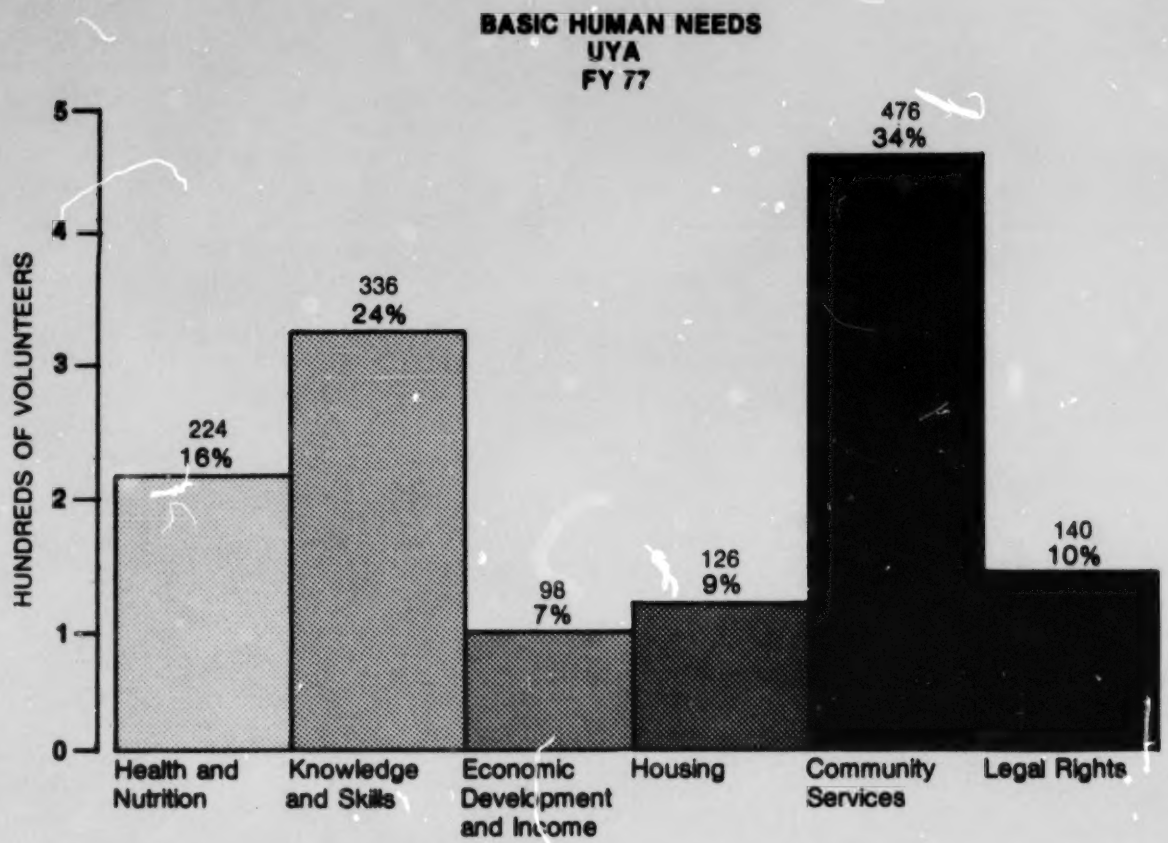
1st year $4,000 per volunteer
2nd year 3,500 per volunteer
3rd year 3,000 per volunteer

At the conclusion of the ACTION supported period, the school must make every effort to continue a service learning program similar to UYA. A telephone survey made at the end of ACTION funding showed that 11 of 16 had institutionalized the service learning concept. The 11 projects reported 522 full-time volunteers and 300 part-time volunteers. 312 receive financial compensation —$100 to $200 per month—from community sponsors. All 822 volunteers received academic credit for their work.

In the past several years, ACTION has had mixed success in its efforts to turn the financial burden to its project schools.

FY	Federal Share	Non-Federal Share	Non-Federal % of Funding
72	$4,281,000	$ 340,478	8%
73	8,973,000	1,416,711	14%
74	6,841,000	1,764,640	21%
75	6,453,000	2,486,297	28%
76	6,036,000	2,313,256	28%
77	4,950,000	1,040,000	17%





Youth Challenge Program

The Youth Challenge Program (YCP) supports volunteer service in community groups and organizations which provide young people, ages 14-21, opportunities to serve poverty communities on a part-time basis.

The intent of YCP is to join community, school and youth in developing volunteer projects to meet human needs which would otherwise go unmet.

Approximately 3,500 volunteers worked in the areas of Health/Nutrition, Knowledge/Skills, Economic Development, Community Services and Legal Services.

In San Juan Pueblo, New Mexico, 50 Indian youths are working with the Eight Northern Indian Pueblo Council. These volunteers are developing meal programs for the elderly at the Pueblo Center. They provide tutoring for slow learners in the area schools. There are also recreation programs for troubled youths and rehabilitation programs for alcoholics. The young volunteers are active in all phases—development, planning, evaluation and direct service. These projects are not only attacking such common problems of reservations as malnutrition, delinquency and alcoholism, but are also providing creative self-help activities within the Council. Indian youth who actively contribute to their communities avoid the problems so common on many reservations. They increase their ability to be self-sufficient and self-governing, something for which tribes are striving.

Youth Challenge Program has a wide variety of projects throughout the United States. Activities include:

- escort service for elderly people
- tutoring for mentally and physically retarded

adults to improve motor skills and social behavior

- visits to confined elderly people, infirmary and hospital patients
- emergency relief center assistance
- fundraising for local groups and their own projects
- teachers' aides for children with learning disabilities
- bilingual tutors for Spanish-speaking children
- police/community relations

These projects are varied, but all strive to involve young people in activities which let them be successful contributors to the well-being of their communities.

The funding scheme for the Youth Challenge Program is:

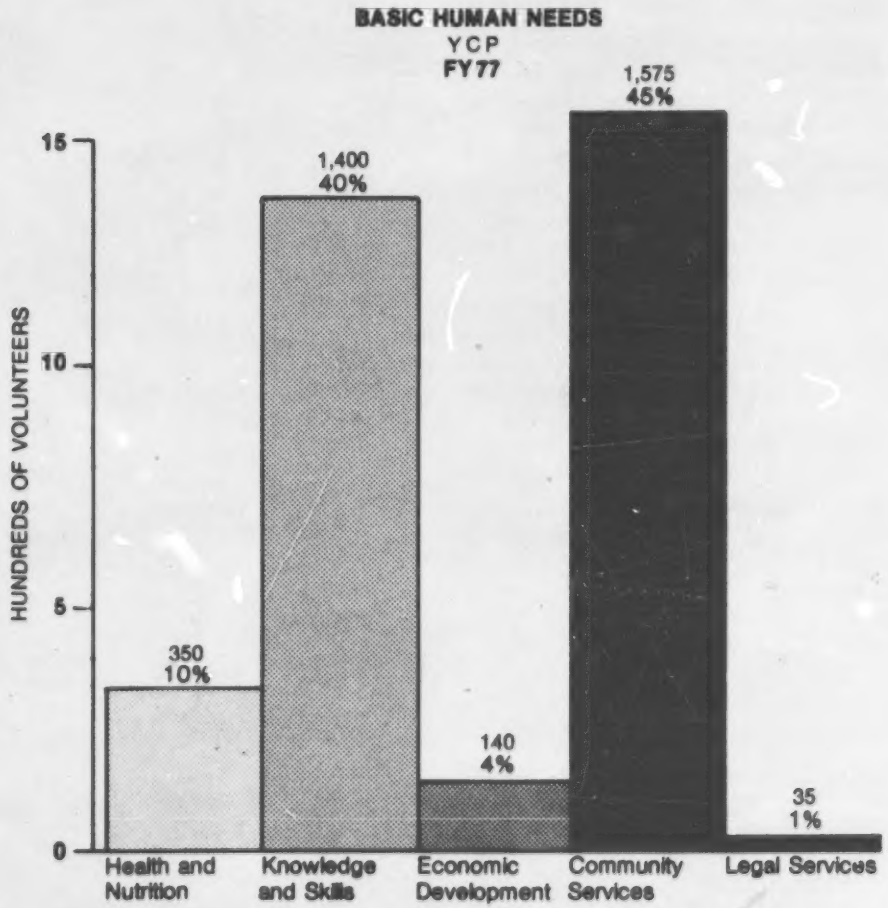
1st year 70% ACTION funding—30% non-Federal funding

2nd year 50% ACTION funding—50% non-Federal funding

FY	Federal Share	Non-Federal Share	Non-Federal % of Funding
74	$120,000	$101,097	45%
75	308,000	357,191	54%
76	297,000	663,023	69%
77	224,000	182,200	45%

In the past several years the program has had mixed results in its effort to cut the Federal share of costs in favor of the local share.

Youth Challenge Program projects attempt to find local funds to continue their work after ACTION funding has stopped. A telephone survey made to projects that had reached the end of their ACTION funding period revealed that 9 of 24 projects had institutionalized the YCP concept of service learning.



National Student Volunteer Program

The student volunteer movement has grown dramatically in the past few years. Today approximately a half million high school and college-age youth serve as part-time volunteers in local, independent programs sponsored by several thousand secondary and post secondary schools.

The National Student Volunteer Program (NSVP) in ACTION's Office of Education Programs is a support program which encourages the development and improvement of high school and college volunteer and service learning programs. NSVP's services for student volunteer programs consist of technical assistance materials, training and on-site consultation. It has no authority over local program activities and does not grant operating funds.

Technical assistance materials include "how-to" manuals, journals, case studies and resource bibliographies. Training seminars for teachers and administrators working with service learning programs are held each year. These seminars are designed to assist staff in planning and managing programs that integrate students into community service activities. On-site consultation is available to programs in need of direct assistance. It is also offered to groups sponsoring conferences or workshops on various aspects of student volunteer programming. The NSVP objectives for technical assistance for FY 77 were met or exceeded. The program responded to 8,000 requests for technical assistance. It provided training to 360 high schools and college service learning program personnel in 11 seminars. This was 80 more trainees and 3 more seminars than planned. Two hundred and fifty days of consultation were provided, over 100 days more than had been expected. Three issues of the *Synergist* were published and 120,000 copies were distributed.

ACTION EDUCATION PROGRAM BUDGET
FY 77

Printing **56,000**
Technical Assistance **184,000**
Synergist **86,000**

National Student Volunteer Program 326,000

Youth Challenge Program 224,000

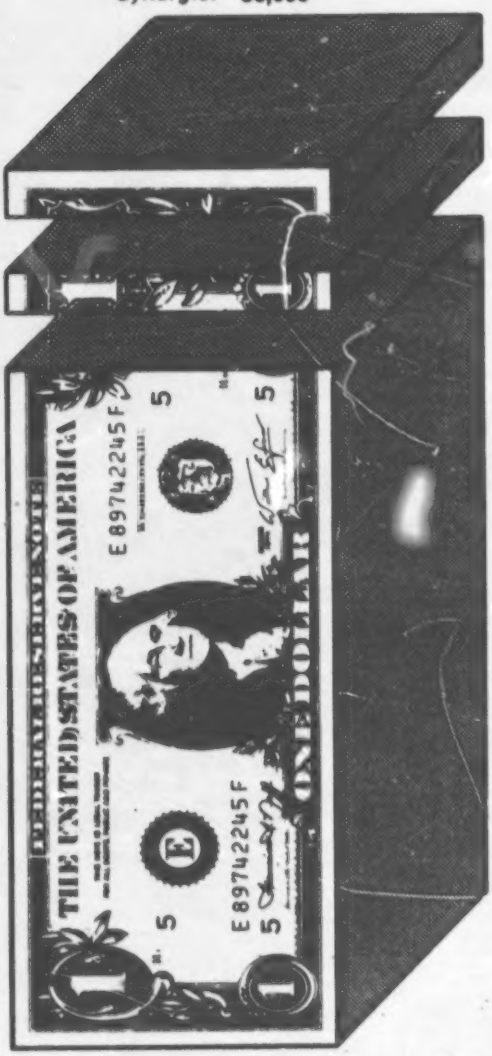
University Year for ACTION 4,950,000

Training **6,000**

Volunteer Costs **3,300,000**

Program Support **1,644,000**

TOTAL 5,500,000



Older Americans Volunteer Programs

"Why is 'aged' a good word when applied to meat, cheese, liquor, leather, wood and rare metal and a bad word when applied to human beings?"

Helen Kelley, Director, OAVP

ACTION is working through the Older Americans Volunteer Programs to correct the corruption of this word "aged." Over a quarter of a million senior volunteers have proved themselves formidable advocates of their own interests—to remain independent and to be constructive contributors of service rather than just recipients.

The three programs that make up OAVP—Retired Senior Volunteer, Senior Companion and Foster Grandparent—are all concerned with applying the energy, talents, warmth and love of seniors towards meeting the basic human needs of others.

During FY 77, ACTION developed the basic human needs method of assessing community impact and categorizing all volunteer activities. There is an increased emphasis on addressing the basic human needs of communities through older Americans programs.

RSVP has the potential to mount a broad-based attack on community-defined social and manpower problems. It represents what can and should be expected of citizens who have enjoyed the benefits of an affluent society. The program is currently identifying service roles which volunteers perform best, and enhancing programming in basic human needs categories.

FGP matches handicapped children with low income foster grandparents who give them crucial personal attention. Foster Grandparents also advo-

cate children's rights and their deinstitutionalization when appropriate. Ten projects were funded in the FGP which support the development of innovative "grassroots" and non-institutional sponsors: Portland West Neighborhood Council, Portland, ME; the Federation of Parents in Suffolk County, NY; the Great Lakes Inter-Tribal Council of Chippewa Indians, for example.

SCP links low income independent seniors to institutionalized, or homebound and frail seniors to help them avoid institutionalization. Senior Companions advocate the needs and rights of their clients in an effort to build a strong voice for all seniors in the process.

In the six years of ACTION's stewardship of the Older Americans Volunteer Programs, the programs have experienced marked growth:

RSVP— 0 in 1971 to 237,316

FGP —4,221 in 1971 to 15,969

SCP — 0 in 1974 to 2,941

The aim of OAVP is to expand the variety of opportunities for volunteer service for the growing 60-plus population. The growth, coupled with the sociological changes the American family is undergoing, make it imperative that we learn how to make life less lonely for the aged, the majority of whom are left alone in their old age by their families.

Technical Assistance

The Older Americans Volunteer Programs began publication of "Prime Times," a bi-monthly newsletter for volunteers and project directors. It contains information on existing project activities, technical assistance developments and general trends in the field of aging.

A number of program assistance publications for project directors are being developed. Ten manuals are in production. Topics include: RSVP Volunteers in Education, Volunteers in Criminal Justice, Foster Grandparents and the Deinstitutionalization of Handicapped Children, Housing and Energy Conservation, and Advocacy Roles for Volunteers.

A three day Senior Companion conference included the exchange of information between old and new project directors. A film was planned which will assist project directors in interpreting the program to volunteers and local communities where they serve.

ACTION has entered into a number of cooperative arrangements with the Departments of Labor, Housing and Urban Development, Health, Education and Welfare, Commerce, with state and area agencies on aging, and other groups.

Agreement with the Department of Labor has led to the placement of CETA trainees on the staff of RSVP projects. Activities with HUD include efforts to promote the weatherization of homes for the elderly, housing subsidies and community development programs. RSVP has signed agreements with the Department of Commerce and the National Fire Prevention and Control Administration designed to improve fire prevention awareness. The Office of Education at HEW is promoting the "Right to Read Program," as a national effort to eliminate illiteracy. Through federal Reading Academy projects and community Boards of Education, 15,000 RSVP volunteers who serve in schools are having a direct impact on children and adults with reading disabilities.

Over 90% of ACTION's state offices have developed memoranda of understanding with their State Agency on Aging. Joint projects include participation in state or area conferences and workshops and sharing technical assistance publications. For example, cooperation with the Texas State Agency led to passage of a bill by the Texas Legislature appropriating $375,000 for a two-year period as non-federal support for RSVP projects in the state.

Foster Grandparent Program (FGP)

Ten Seneca Indian women are volunteers in the Cattaraugus County, New York, Foster Grandparent Program. Three of the women, Edith Button, Lorraine John and Rosabelle John are giving 35 Seneca Indian children as extra helping of love, understanding and knowledge as part of the Seneca Nation of Indians' Headstart Program. They live on the Cattaraugus Reservation in southwestern New York.

According to Calvin Lay, president of the Seneca Nation of Indians, the Headstart Program was developed on the Reservation eight years ago in an effort to give pre-school-age Seneca Indian children exposure to a grade school like environment. "This exposure will hopefully give the children an advantage when they begin their formal education," he said.

"I just love it," explained FGP Volunteer Edith Button about her work with the Program. "It keeps me active and I love being with the children."

"Keeps me active" may be an understatement, for all three women. The Foster Grandmothers, all of whom have raised families of their own, spend four hours a day, five days a week, helping four full-time teachers tend to the needs of the 35 three- and four-year-olds. This includes riding to and from school with them every day and providing special assistance to children with speech and motor disability problems.

The goal of the project, besides preparing the children for school life, is to pass Seneca Indian cultural heritage and awareness to its youngest generation. The Grandmothers teach the children their names, words and phrases in the Seneca language, as well as traditional arts and crafts.

The other seven Seneca Indian Foster Grandparents work with severely mentally and physically handicapped children at the J.N. Adams Developmental Center.

Although this project started by providing companions for the children, it has matured, and the scope of the project has expanded. The Grandmothers and Center staff work closely to insure each child has an individualized program which meets physical, mental and emotional therapy needs. Training has been provided for the Grandmothers in gross- and fine-motor therapy, behavior modification and sign language according to the needs of their foster grandchildren. Besides developing important eye contact and teaching the children to walk and eat, the Grandmothers are working to increase the children's awareness of life beyond the walls of their rooms. Many of the children were frightened of the out-of-doors, so the Grandmothers are introducing them to the grass, leaves, wind, sunshine and other joys of nature.

As the director of the Cattaraugus County FGP, Eva Coca says, "An indication of their dedication is in the Grandparents' motto—"We would rather wear out than rust out'."

Approximately 15,900 Foster Grandparents, all low income men and women over 60, are providing personalized care to 38,000 children with special needs in 188 projects.

Sixty-one percent of the volunteers served the mentally and physically handicapped. During FY 1977, FGP volunteers became active partners in new state programs to return a limited number of institutionalized children to communities. Increasingly, volunteers are assigned to children with the potential to function in intermediate group care and private homes.

Efforts to assign more volunteers to younger children in private homes is expected to help parents cope with the special needs of the handicapped and prevent or delay the necessity of institutionalization.

In North Carolina, six Foster Grandparents are assigned to a newly organized community day care center for profoundly and severely retarded infants. Children live with their parents and commute to the center. The Foster Grandparents assist in treatment programs with specific motor development and self-help skill goals for each child.

Twenty-five percent of the Grandparents are serving children in public and privately funded educational settings. Under the supervision of classroom teachers, they are providing regular personalized attention to children with special learning problems.

150 Foster Grandparents assigned to children in the Broward County, Florida elementary schools are providing assistance to slow learners with eye-hand coordination problems and speech/reading deficiencies.

In the community services category, assistance to runaway youths, abused and battered children and juvenile delinquents accounts for fourteen percent of the FGP service hours.

Ten women Foster Grandparents are assigned to a residential juvenile home for boys in Erie, PA. They serve in an after-school program supervising group recreation activities and counseling 7-12 year olds with emotional problems.

The personal impact on participants in the Foster Grandparent Program is clear. Grandparents and their foster grandchildren are positively affected by their contact. The greatest gains for the seniors are noticeably improved health and self-respect. A local doctor near one project mentioned that he sees his elderly patients less frequently now that they are involved in the Foster Grandparent Program. Other often-mentioned gains for the seniors include a feeling of usefulness, satisfaction from helping children, companionship, love and independence.

It is difficult to assess the quantitative impact of the program on the children served. However, project and station staff overwhelmingly express the opinion that it is the individual attention and loving care given to the children that is the most beneficial aspect of the program. These same staff people have ranked the changes they perceive in the children since having a Foster Grandparent. It is an impressive array of behavior modification.

Positive Change	Number of Responses*	Percentage of Projects
Communication skills	34	89%
Reduce anti-social behavior	31	81%
Other skill development (walking)	31	81%
Maturity level	28	74%
Sense of security	27	71%
Performance in school	26	68%
General disposition	26	68%
Self-image	25	66%
Better relations with authority	25	66%
Physical health	24	63%
Peer relations	23	61%

*More than 1 response was possible

Other changes mentioned were increased attention span; improved grooming; and improved table manners.

Senior Companion Program (SCP)

The Lane County, Oregon, Senior Companion Project has 69 persons serving as volunteers. The average age of the volunteers is 68, and 23% of the group is 75 years or older. They work with 288 clients, most of whom live in nursing homes, but 74 are still in their own homes, living alone.

One volunteer tells these stories:

"This lady may have more courage than any of my 'friends'. In the face of multiple, serious physical handicaps and conditions, stroke involving all of one side, broken elbow on that side, asthma, emphysema, and double vision, she is uncomplaining and cheerful. As is often the case with these uncomplaining ones, she sometimes does not receive enough needed attention. Her mind is active, alert and inventive; . . . I recognized the first day that we met that she was an insatiable reader before her eye problem. We at once established a rapport over a good book. I now read to her daily. Her sense of humor and keen perception has made discussion a satisfying experience for both of us. Because we eat together, I believe she enjoys her noon meals more now. I take her to all the activities . . . She told me how much more bearable her situation is now and how she dreads the weekends. I hope she knows just how much she has added to my life too."

The same volunteer tells of another of her clients.

"This friend is a study in contrast compared to the first one . . . She too has serious physical problems, hip twice broken and the resultant shock to the the body . . . When I met her she was defeated, withdrawn, silent and uncommunicative. She sat in a dejected posture with her eyes half or completely closed. Her attitude towards life was completely negative. I'm sure that she didn't comprehend for awhile that my visits meant that I cared about her. She wasn't responding to her therapy, only enduring it. She never wanted to go out or to participate in the activities. I felt that it was a major victory for me when she finally laughed at something that I said. She then began wanting to be wheeled around outside . . Now her eyes are open and have a sparkle in them. She holds herself as erect as possible, enjoys a joke and laughs . . . often. Her therapy in going well, she's cooperating and determined to walk again . . . I know that I haven't been the key factor in this change that has occurred, but I believe I've had a part in this that's also been a thrill to witness."

The Senior Companion Program, which is an extension of the FGP concept, provides opportunities for low income people over 60 to serve other older adults with special or exceptional needs. In FY 1977, over 2,900 volunteers addressed the substantive needs of 9,450 other older people in private homes, intermediate care facilities and residential institutions. The program has grown from 18 demonstration projects in 1974, to 48 projects in 39 states.

Senior Companion volunteers are developing new roles as advocates for clients who are dependent on others if they are to live independently in their own homes. 62 percent of the Companions assist their homebound peers on an individualized basis by providing personal care which augments the "skilled care" of the medical community.

In Yakima, WA, an elderly man in a rooming house became depressed and withdrawn as a result of a serious arthritic condition. He was on the verge of going into a nursing home when he was assigned a Senior Companion. The Companion helped him obtain homemaker health aid assistance, encouraged him not to dwell on his aches and pains and escorted him to the local Title VII nutrition center, where he now receives a well-balanced meal and interacts with his peers. He no longer speaks of the nursing home.

Senior Companions are also in the vanguard of the process of reintegrating institutionalized older Americans into a community of support. Clients who reside in long- and short-term care facilities are assigned Companions who help them reach the point where they are able to return to the community. Once they return, they receive continued support which sustains their ability to maintain independent living arrangements.

A Senior Companion in Goldsboro, N.C., has helped a mental patient of 20 years reach the point where it is expected she may soon be transferred to a boarding home in the community. Hospital staff say the three years of personalized attention given by the Companion has resulted in the resocialization of a 62-year-old patient who had severe withdrawal and anti-social behavior patterns.

There are literally thousands of stories about the dramatic changes in the lives of older people because of the attentions of the Senior Companion. The dual focus of direct service and advocacy is the basis of the whole program.

Direct service usually includes meal preparation, household tasks and personal care. But the services of Companions go far beyond this basic level. Companions live-in with confined, sick older people until permanent live-in care can be arranged; work under the directions of county public health nurses to insure proper nutrition for clients; have short-term assignments to surgery patients to facilitate recuperation and readjustment to daily living; stoke the coal furnace morning and evening for a frail woman. Companions who have family experience with diseases such as epilepsy, heart failure and hemorrhages serve old people with those same problems.

Beyond their regular service activities, Senior Companions in general have developed strong advocacy roles on behalf of their clients, bringing their plight to the attention of service providers, local officials and their communities. As a result, many elders now have fuel for heat, insulation, plumbing and other home repairs, food stamps, health care, housing benefits and the concern of their communities. Where gaps still exist, Senior Companions fill the void as best they can, as companions to lonely, vulnerable and homebound older people.

The social impact of the Senior Companion Program on the clients is obvious from the stories that abound. But the Senior Companions themselves feel that the program has had an important impact on their lives as well. Both physical and mental health are reportedly improved. Feelings of usefulness, satisfaction from helping their peers, companionship and independence are the most often-mentioned rewards. By their steady work to insure independence for their clients, the Senior Companions are also insuring their own independence.

Retired Senior Volunteer Program

Retired Senior Volunteer Julianita Romero, a mother of eight and a widow since 1943, has been nominated as New Mexico's Mother of the Year for her outstanding contribution in civic, church and school work. Santa Fe's Archbishop Robert Sanchez recommended her as Mother of the Year and the Senior Citizens Club sponsored her. Mrs. Romero has been a Retired Senior Volunteer since 1973, when Socorro's program started with 45 volunteers. Today, 170 volunteers work in the program, 95 of them Hispanic and 4 Navajo Indians. The Socorro program covers a wide range of projects. Volunteers work in nutrition centers and hospitals; early childhood education, day care and libraries; transportation for elderly, tax service, recreation programs for seniors; community organizing around senior issues of nutrition, transportation and provision of services for the seniors of this very rural area. Mrs. Romero is particularly active in the local hospital, nursing home and elementary school, working at 4 of the project stations. At Franklin Nutrition Center, she helps provide meals to the seniors who use the Center. At Good Samaritan Nursing Home and Socorro General Hospital she gives special attention to patients who have no other visitors, helping them straighten out or attend to their personal affairs.

Torres Elementary School is bilingual and the volunteers, including Mrs. Romero, read stories in Spanish and teach the children local history.

"I tell the youngsters of old times when wood stoves were still used, but they don't believe me," laughs Mrs. Romero. "I haven't been to a hospital until ten years ago."

"I always liked to help my neighbors," says the volunteer. That is obvious. Her telephone rings incessantly and visitors flock to her home. "I never had any money and I don't care for it now. What counts is the love, my family, friends."

Nearly one quarter million older Americans participate in the Retired Senior Volunteer Program. Although some of the RSVP projects have focused primarily on the volunteer, vital service has been provided to the community in the best programs. In FY 77, RSVP began to focus programs on area of basic human needs. There are many programs in four of the Basic Human Needs Sectors: Health/Nutrition, Knowledge/Skills, Economic Development/Income Service and Community Services.

Senior volunteer work in Heatlh and Nutrition accounts for nearly half of the entire program strength. Half of these Health and Nutrition volunteer service hours are spent assisting with direct service in HEW-funded Title VII nutrition projects which provide meals to low income seniors. Almost all RSVP projects have volunteers in such projects. Volunteers also participate in privately funded Meals on Wheels projects. They work to locate isolated, homebound seniors and to deliver meals to clients.

Assistance in the delivery of health services includes immunization programs, health and nutrition education, programs for preventive care and disability treatment for seniors least able to take advantage of such services. Senior volunteers also work with all age groups in mental health clinics, therapy sessions, and institutions.

Retired Seniors work in a variety of Knowledge and Skills areas. Almost 20% of volunteer service hours in this sector are spent in special, primary and elementary education. Volunteers serve as teachers' aides, helping children with learning problems in social adjustment, hand/eye coordination, reading, math and arts and crafts. Special education involves basic skills development for children and adults with minimal mental handicaps and general assistance to school psychologists and caseworkers.

Volunteers support expanded library services in both schools and communities. They include story hours, service to homebound library clients, talking book service for the blind and cataloguing and repairing books.

The preservation of oral history and artifacts of local history are part of the cultural heritage activities of seniors. One project with Alabama Retired Senior Volunteers involved a log cabin restoration. Community fund raising activities were organized in order to rebuild two cabins which then became part of a living history museum. The volunteers now serve as museum tour guides.

Although the Economic Development and Income Service sector is a small part of the seniors work, it is increasingly important for both volunteers and those with whom they work.

In Pittsburgh, PA, two retired Certified Public Accountants enrolled as volunteers. They counseled 145 low income older people concerning their income taxes. They also assist their peers with advice on tax benefits for the elderly and personal money management problems.

Many other volunteers are working with consumer cooperatives and organizing senior citizen buying clubs for such expensive items as food, gas and clothing. Producing and marketing locally made crafts and artwork is another cooperative effort. Career counseling for seniors and entrepreneur assistance are also important types of economic and income development work in which volunteers are active. Public assistance advocacy for seniors in the areas of welfare, Supplemental Security Income, medicaid and tax assistance referrals are other aspects of Economic and Income Development.

Over a third of all Retired Senior Volunteer time is spent in Community Services projects. Volunteers in this sector give supportive personal services to other older persons who have limitations. Adult day care encompasses specific geriatric care for those seniors with physical and mental limitations and more general care in senior activity centers where social and recreational participation help re-integrate isolated old people with their peers.

As an example of adult day care activities, RSVP volunteers assigned to the Boulder, Colorado Senior Citizens Center assist with information and referral of clients to a variety of community services, crafts and group recreation programs.

Other facets of community service involve transportation system development which links homebound seniors to necessary social and medical services. Volunteers have also been working in the area of public safety: household security, fire and accident prevention.

RSVP is attempting to extend the role of volunteers in the fields of criminal justice, by providing individual support in the rehabilitation of offenders, ex-offenders and potential offenders, especially juveniles.

In addition to the benefits to the community at large, RSVP pays valuable dividends to the volunteers. Volunteers commonly say, "Serving helps take my mind off my aches and pains." Involvement in the Retired Senior Volunteer Program has an effect on most volunteers and their clients. Physical and mental health improve significantly. Because of increased mental and physical activities, volunteers place less emphasis on their health problems.

One volunteer had not been out of his house for over four years. Through outreach, he became a volunteer and now serves daily even though he is confined to a wheelchair.

Home assignments can be made for those people who wish to stay active, but can't leave their homes.

Volunteer seniors become "future oriented" and remain in the program as long as their health permits. The opportunity of being able to remain useful and feel needed and wanted has a clearly beneficial effect on the life of a senior volunteer. In fact, 97% of the volunteers said that feeling useful was their most important gain.

The Retired Senior Volunteer Program organizes more volunteers then any other ACTION program. It provides over 40.3 *million* hours of volunteer service per year at a lower cost per hour than any other federal program—49¢. The potential for volunteer involvement in many other aspects of community is almost endless.

In the future, RSVP will focus on projects which alleviate pressing inequities: the lack of protection of the rights of the indigent; of battered children; of all children who for want of human resources are failed by schools; of other retired persons who feel themselves to be resourceless; of neighborhoods plagued by "arson for profit"; of groups increasingly oppressed by the providers of energy.

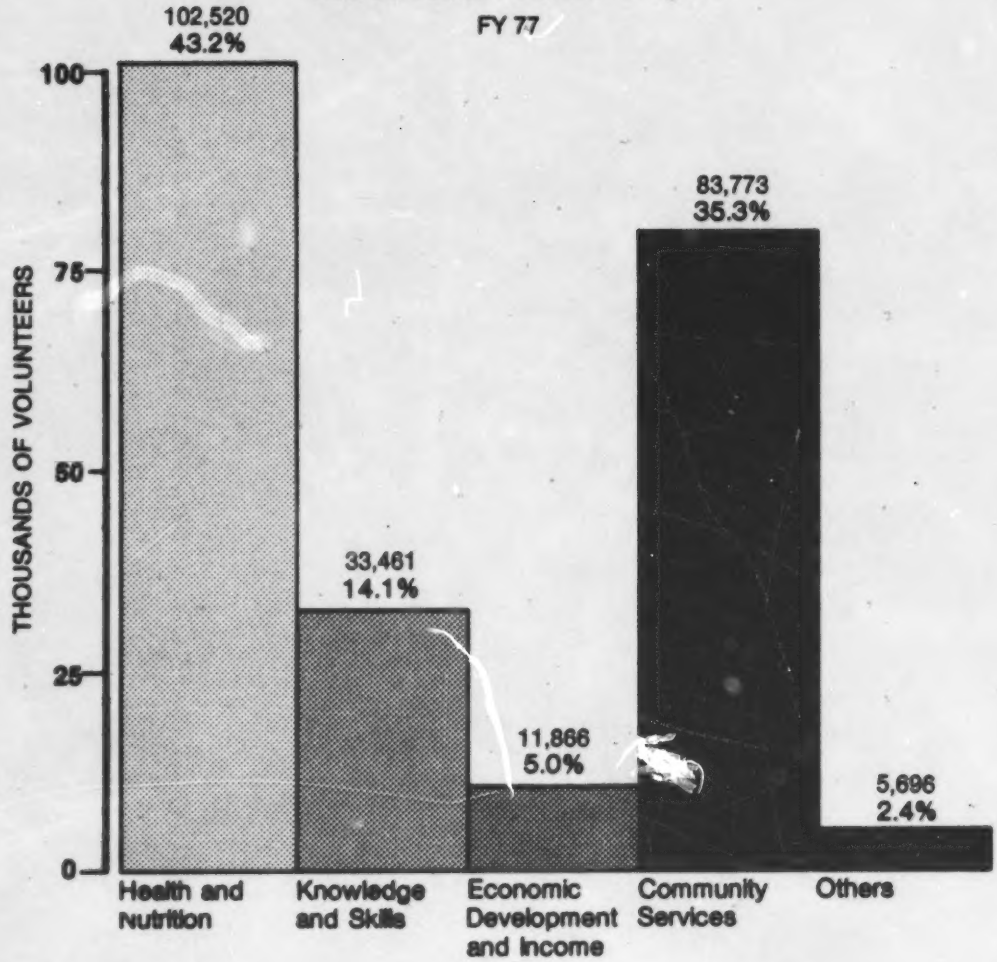
OAVP PROJECTS BY STATE

	RSVP	FGP	SCP
Alabama	26	3	
Alaska	1	1	
Arizona	6	2	1
Arkansas	12	1	1
California	44	22	3
Colorado	13	2	1
Connecticut	12	3	2
Delaware	4	1	
District of Columbia	1	2	
Florida	21	9	1
Georgia	8	3	2
Hawaii	5	1	
Idaho	9	1	
Illinois	19	9	1
Indiana	22	7	1
Iowa	16	7	1
Kansas	12	5	1
Kentucky	8	2	1
Louisiana	11	3	1
Maine	6	1	
Maryland	8	4	1
Massachusetts	14	6	1
Michigan	14	9	1
Minnesota	16	10	1
Mississippi	13	3	1
Missouri	21	7	1
Montana	11	2	
Nebraska	15	4	1
Nevada	5	2	1
New Hampshire	7	2	1
New Jersey	17	8	1
New Mexico	13	2	
New York	33	23	2
North Carolina	13	3	1
North Dakota	2	2	
Ohio	32	11	3
Oklahoma	13	2	1
Oregon	15	4	1
Pennsylvania	23	15	1
Puerto Rico	1	3	
Rhode Island	6	2	
South Carolina	8	2	1
South Dakota	9	2	
Tennessee	14	5	
Texas	30	9	1
Utah	5	2	1
Vermont	6	2	1
Virginia	18	3	1
Washington	19	6	1
West Virginia	8	3	1
Wisconsin	12	13	1
Wyoming	1	2	
Virgin Islands	1	1	
Guam	1		
	RSVP	FGP	SCP

Types of OAVP Sponsors

	% SCP	% FGP	% RSVP
State Government	13	17	—
County Government	23	6	11
City Government	9	3	10
Universities and Colleges	5	—	8
Community Action Agencies	6	36	13
Community Service Organizations	22	6	24
Church Organizations	10	6	6
Local Chapters of National Organizations	2	5	9
Senior Service Organizations	10	11	7
Other	—	10	12

BASIC HUMAN NEEDS
Retired Senior Volunteer Program
FY 77



OLDER AMERICANS VOLUNTEER PROGRAM BUDGET FY 77

RSVP
19,000,000

Training
220,000
Volunteer Costs
4,695,000
Program Support
14,085,000

FGP
34,000,000

Training
155,000
Volunteer Costs
27,076,000
Program Support
6,769,000

SCP
3,800,000

Training
32,000
Volunteer Costs
3,014,000
Program Support
754,000

TOTAL **56,800,000**

Support Offices

Office of Policy and Planning/Evaluation

The Evaluation Division of the Office of Policy and Planning had four major goals for FY 77: (1) development of impact evaluation models for all of ACTION's programs, (2) conduct of several international and national program evaluations, (3) provision of technical assistance to Washington and field staff, and, (4) completion of several special evaluation studies.

During FY 77, the Division developed impact evaluation models for most of ACTION's domestic and international programs. Each model consists of a series of plans for an integrated set of studies designed to provide senior staff, program managers and field staff with detailed program information. The domestic models (VISTA, YCP, SCP, FGP, RSVP, NSVP) as well as the Peace Corps model were developed for a phased implementation over the course of the next several years.

On the domestic side, program evaluations were completed for VISTA and UYA. Evaluations of the Senior Companion and Statewide programs were initiated. A special study on cost-sharing programs was released and studies of attrition and former volunteers were begun.

Internationally, six Peace Corps country programs were evaluated in the Africa and Latin America Regions and three in the NANEAP Region for a total of fifteen country program evaluations. Each of those evaluations assessed Peace Corps' presence, future potential and accomplishment of the three legislated goals for the program.

Six special studies were completed during FY 77: (1) a second annual survey of Peace Corps volunteers, (2) an evaluation of a short-term volunteer experiment in Guatemala, (3) an assessment of Peace Corps' activities in the health sector, (4) an evaluation of Peace Corps' Harambee education project in Kenya, and (5) a summary of Peace Corps accomplishments during FY 76. In addition to those completed studies, a Peace Corps former volunteer survey and FY 78 country program evaluation plans were initiated.

Finally, the Division provided technical assistance to Washington-based and field staff in the areas of data collection, monitoring, management information systems, program development and evaluation. A significant portion of staff time was devoted to the development and support of the agency's new Zero Base Budgeting system.

On the domestic side, technical assistance in instrument development and sampling was provided to the Citizens Review Committee, and reanalyses of existing bases were conducted for numerous Congressional presentations.

Division staff provided technical assistance to Peace Corps through participation in the Peace Corps programming work group. Field staff were provided with data and assistance in interpreting the significance of the Second Annual Peace Corps' Volunteer Survey results for their particular countries.

* Countries evaluated in the Africa Region: Togo, Central African Empire, Gabon, Swaziland, Botswana and Lesotho; in the Latin America Region: Belize, Guatemala, El Salvador, Ecuador, Nicaragua and Jamaica; in the NANEAP region: Tunisia, Nepal and Thailand.

Administration and Finance

During the second half of FY 77, the Office of Administration and Finance improved several services to staff and volunteers.

A consolidated unit was established in health services to develop an integrated volunteer health care delivery system that will improve care for all ACTION volunteers, both domestic and international. The unit developed a continuous education program for 46 medical consultants worldwide which enables them to maintain and improve their medical skills and competence.

In FY 77, Volunteer Outplacement counseling responded to approximately 6,200 correspondence inquiries, 4,000 telephone inquiries, provided nearly 3,000 in-person counseling sessions to terminated and terminating VISTA and Peace Corps volunteers. The immediate readjustment from volunteer life to private life can be difficult and this unit's job is to help ease the shock.

The processing of allowances for new VISTA volunteers was greatly improved by modifying a computer system that formerly required matching two sets of data about one volunteer before the volunteer could be paid. By the joint cooperation of the Accounting and Computer Services Division, virtually 100 percent of these new volunteers are paid accurately and on time, a 30% improvement

over past records.

Improved processing procedures for final readjustment allowance payments to returning Peace Corps volunteers have resulted in a substantial decrease in the time—a reduction from over 50 days to approximately 30 days—between the date of a volunteer's termination and the date he or she receives the check.

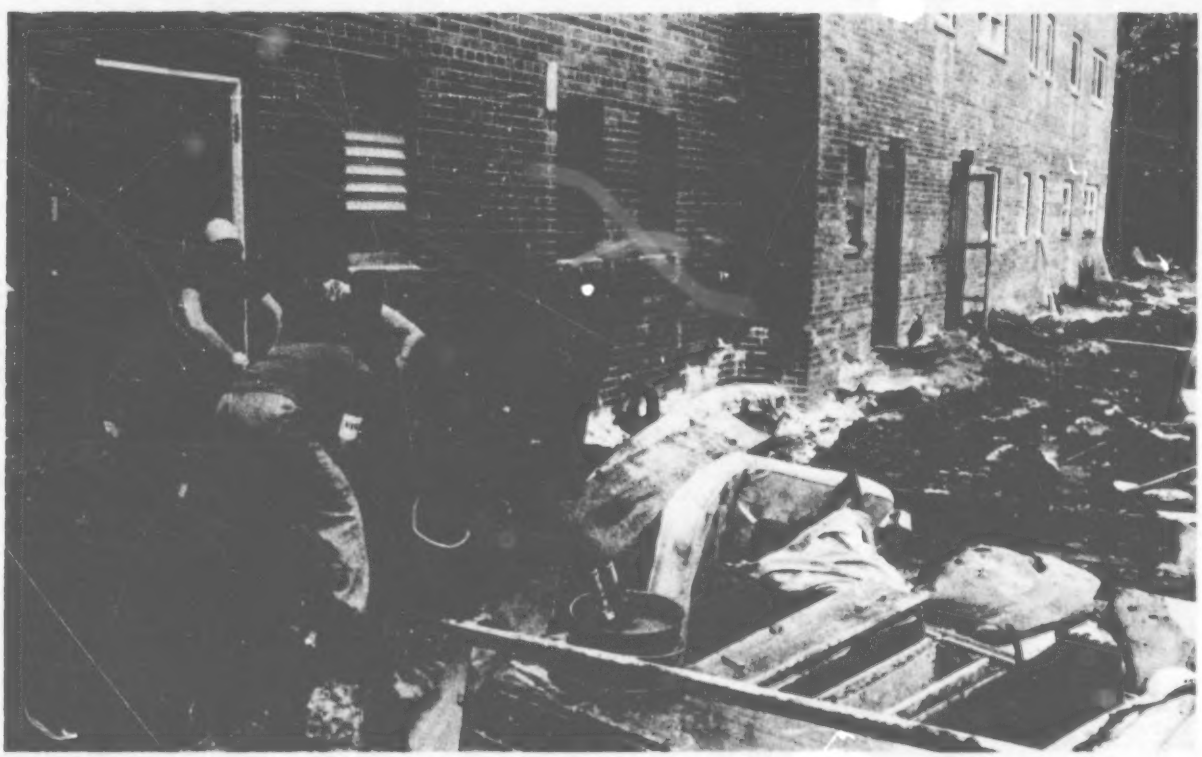
The coding system used to classify all of the Agency's fiscal transactions was substantially revised and simplified during FY 77, reducing the number of fiscal codes by 40%. The new system, which is less cumbersome to those responsible for affixing the codes, has improved accuracy and timeliness of financial reports and reduced errors in fiscal processing.

Prior to implementing the new coding structure a training program was conducted for all Regional and Headquarters personnel involved with fiscal coding.

During FY 77, ACTION developed and implemented an Upward Mobility Program. Fifteen people (GS-9 and below) completed a year-long program and have moved from dead-end, nonprofessional positions into technical and professional positions with career ladders ranging up to GS-12.

Women's Career Development Workshops were begun in FY 76 and had approximately 25 participants each. During FY 77, 106 women completed this training. Follow-up discussion with past participants indicate that the workshop had a significant impact on their personal as well as professional growth and development.

Until FY 77, little attention was given to the preparation of Peace Corps staff spouses for their overseas experience. A concentrated effort is underway to increase the effectiveness of the spouse orientation. From FY 1973-76, fewer than 10 spouses attended the orientation. 20 spouses attended during FY 77. And, as a follow-up, a needs assessment instrument was developed to give the Peace Corps significant program input from current overseas spouses.



ACTION Projects

Transition

In March, 1977, the Director and the Deputy Director launched an extensive nationwide search to find candidates for ACTION's top management team. Emphasis was given to finding people whose previous work reflected a dedication to ACTION's mission of meeting basic human needs.

This search was conducted by a transition office. Outreach to non-governmental, non-traditional networks of activists, community organizers, women's organizations and political caucuses and groups was an important factor in the search. Women and minorities in other government agencies were also contacted with the hope that they could be given opportunities at ACTION which utilized their talents more creatively.

From the beginning of the transition process, the Director and Deputy Director stressed that the Agency's senior staff must be a model of affirmative action and equal employment opportunity. By matching these principles with guidelines of quality, experience and dedication, twenty-five positions were filled from a group of several thousand applicants. As a result, the senior staff is not only a creative and experienced group of people, but out of the thirteen top positions, ten are women and minorities.

Zero-Base Paperwork

A Zero-Base Paperwork Project, companion to ZBB, started in May in an Agencywide effort to reduce the number of forms and reports used by ACTION.

The ZBP Steering Committee had two goals:

- to update and unify the ACTION directive system
- to identify useless or obsolete forms and review "necessary" forms

The Task Force which worked on directives recommended reorganization, uniform numbering, reduction in the number and scope of many directives.

A Reports and Forms Working Group formed an Agencywide secretaries group to recommend changes in forms, logs, filing systems, and format of forms.

The group analyzed the reports done by the CPAs who participated in the Citizens' Review process in order to incorporate their suggestions about paperwork management and reporting systems.

The Working Group identified between 900-1000 obsolete forms clogging the Agency's records. The reporting system review was begun with the goal of a 50% reduction in the reporting burden for headquarters and field staff and volunteers.

Johnstown Flood Relief Project

The flood which hit Johnstown, PA., on the night of July 19-20, was a devastating combination of 11 inches of rain falling in a short time, earthen dams giving way under the sheer pressure of the extra water and the build-up of debris in the rivers and streams causing them to overflow their banks. The destruction was enormous, with 5,000 people left homeless, most utilities cut off and 20,000 left unemployed.

In situations like this, a whole network of emergency groups goes into action. The federal government starts the relief/recovery machinery moving into place. Part of that relief effort is provided by VISTA and UYA volunteers who come into a disaster area under the auspices of the Federal Disaster Assistance Administration to staff the Disaster Assistance Centers (DAC).

ACTION volunteers have assisted in many disasters all over the U.S. and around the world, and Johnstown was a good example of the Agency's response.

At the DACs, where federal, state and local governments set up tables to distribute relief information, the volunteers give entrance and exit interviews to flood victims. The entrance interview involves finding out the type and extent of damage a person has suffered, then explaining which government or private services might be able to provide recovery assistance. After a victim has been through the center, another volunteer reviews what assistance information has been given to see that all a victim's needs are met. Other volunteers offer the same service in government mobile units to isolated areas. Approximately 27,000 people used the centers in the Johnstown area.

The main work of the VISTA/UYA volunteers changed after two weeks. Outreach to the hardest hit neighborhoods became crucial. Teams of two volunteers made house-to-house surveys assessing clean-up, material, home repair, social service and

other needs. This information was fed to a central telephone number where other VISTA/UYA volunteers coordinated offers of help with requests for help. Considering the scope of the disaster and the outpouring of help, the VISTA/UYAs provided a major information exchange for Johnstown.

More than fifty volunteers participated over a 45-day period. The RSVP project located in Johnstown and the surrounding area contributed an enormous amount of time in nutrition centers, and helped to coordinate the activities of senior citizens in the emergency housing established throughout the area.

The Johnstown flood became something special for ACTION. Management and the ACTION Employees Union decided to organize a work trip to provide manual labor to clean up the hardest hit areas of Johnstown. It was the first time union and management worked together on a project outside their traditional spheres.

On Saturday, August 13, 217 people boarded buses in Washington for the trip to Johnstown. A brief orientation was held at the University of Pittsburgh, Johnstown campus, where employees were housed and fed. The employees, friends and spouses then went to several worksites where they dug mud, scrubbed stairwells, spread lime, hauled rotting garbage, and cleaned up some ground floor and basement apartments in large public housing projects.

In all, the employees put in one "person-year" of work. Many felt the weekend may have benefitted those who *went* more than those they went to help.

After volunteers participated in the Johnstown flood relief in July, a new UYA project was developed with the University of Pittsburgh at Johnstown in September. 45 volunteers will be providing services in the following areas:

- Flood Relief Assistance
- Locating Housing Facilities
- Home Services for the Elderly
- Senior Citizens Activities
- Social, Recreational and Economic Planning for the County
- Working with Mental Retardation and Drug & Alcohol Programs
- Economic Development
- Employment
- Educational Needs for Children

Some of the volunteers are themselves flood victims. The UYA project will allow them to continue their education, while contributing to the development of much needed social services in their community.

As the fiscal year closed, a VISTA project for Johnstown was on the drawing board, with several possible sponsors indicating a great interest.

Health Initiatives

One of the first tasks undertaken by the new administration at ACTION was an international and domestic health review which took place over a four-month period beginning in April, 1977. At that time, the Agency's leadership role in village-level health work was virtually unknown in governmental and international development circles. The commitment of the Carter Administration to basic human needs—of which health may be the most basic—provided a framework for ACTION to focus and strengthen its human service programs. The Agency moved decisively to establish ACTION/Peace Corps as a prime leader in basic human needs programming and to give priority attention to health and health-related activities.

The zero-base budgeting process served as the mechanism by which the Agency categorized its objectives into basic human needs sectors. On a priority basis, health/nutrition was ranked first of eight basic human needs program sectors.

At a practical level, this required a complete review of Agency health programming. In the case of Peace Corps, policy formulation began with the development of a working definition of a basic human need strategy for international health programming. This is a complex process which must relate resource allocation decisions by host country governments and negotiation with other donor agencies and organizations involved in international development. New program criteria have been developed which incorporate the new emphasis on basic human needs programs.

Domestic programs are being redirected to insure that Agency resources are used primarily to help grassroots communities and organizations achieve economic and personal self-sufficiency. Improved access to adequate health care and community services are the major program priorities.

A brief chronology of events which guided the activities in the health area and which continue to influence health policy and implementation plans is outlined below:

1. ACTION participated in the 30th World Health Assembly in Geneva. Great interest for further bilateral cooperation with Peace Corps was expressed by many countries. The Geneva Conference helped crystallize the thinking that health and health-related assistance must be at the center of Agency work as more and more nations recognize that it is an essential part of development. Peace Corps participation in this Assembly is an important step in its growing activities in international development. Correspondence has been sent to twenty-one health ministers and other officials from the conference and follow-up visits have been made.
2. Dr. Halfdan T. Mahler, Director-General of the World Health Organization (WHO) has indicated a willingness to explore areas of possible program collaboration with the Peace Corps. ACTION/Peace Corps expects to exchange formal letters of understanding in the near future.
3. Liaison with the White House is an important factor. The White House Strategy Development Work Group in International Health, of which ACTION/Peace Corps is a member, is focusing increased attention on a U.S. strategy in world health. An ACTION/Peace Corps health sector activities report was submitted as part of an international assessment by the Work Group. ACTION has participated fully in the development of a U.S. policy on world health.
4. The Administration's commitment to basic human needs is strongly supportive of ACTION /Peace Corps activities. For example in a June, 1977, meeting of the OECD, Secretary of State Cyrus Vance spoke of increased attention to the basic human needs of all people, especially the poorest, and the need to focus on that part of the world population that lacks essential food, water, shelter and health care.
5. Support for ACTION/Peace Corps health activities in Congress is being strengthened by close relationships with key members of Congress and staff of key committees, such as the Senate Health Subcommittee.
6. ACTION/Peace Corps is strengthening its staff and volunteer resources in the health sector through several activities: a) an inventory of past and current health programming; b) an analysis and evaluation of past Peace Corps health activities; c) the development of an impact evaluation model; d) attendance at overseas conferences at which new directions are discussed and emphasized; e) careful stimulation of new health sector requests from host countries.
7. ACTION/Peace Corps is actively participating in anti-desertification and related development efforts in the Sahel with AID, Le Club des Amis du Sahel, the Comite Permanent Inter-Etats pour la Lutte contre la Secheresse dans le Sahel (CILSS), and other donor organizations.
8. Domestically, agreement has been reached between HEW and ACTION staff regarding the use of ACTION volunteers (RSVP and VISTA) in the HEW childhood immunization initiative. Consideration is also being given to a demonstration project to place VISTA volunteers in local health planning agencies which operate under the mandate of the 1974 Health Planning and Resource Development Act. Other activities include working with the National Association of Community Health Centers and the presentation of a workshop on ACTION/ VISTA volunteers in community health centers. Efforts were also begun to develop a pilot program to train Senior Companions to work as home health aides.

ACTION/Peace Corps has 16 years' experience in working at the village level, where volunteers live and speak the language of the people they assist. Examples of this type of project can best describe the thrust of the Peace Corps' direction in meeting basic human needs in the health and nutrition sector.

In Niger, where life expectancy is 37 years, an important alternative to Western health models has been developing for several years with Peace Corps assistance; in many ways it serves as a paradigm. Peace Corps volunteers are helping to train village health teams, chosen by the villagers themselves, to provide primary health care services to their communities. Each village team consists of a health care worker responsible for delivering treatment and developing hygiene, and a

traditional birth attendant trained in comprehensive midwifery. Rural medical officers provide the necessary link between these primary health workers and the curative resources of Niger's regional and national hospitals.

In Honduras, the second poorest nation in this hemisphere, the government plans to reduce the incidence of Grades II and III malnutrition among children under five from 70% to 40% in five years. Twenty Peace Corps volunteers, 15 of them nutritionists, are working with Honduran counterparts in regional community centers operated by the National Social Welfare Board. The centers provide children with balanced meals, while Peace Corps volunteers and their Honduran counterparts train the mothers in basic food preparation, household sanitation and nutrition. This program will go far to implement the overall national plan for health development and will reduce the prevalence of malnutrition in children.

In the Philippines, volunteers organize community nutrition councils, offer nutrition classes for mothers and organize food production demonstrations for farmers.

In Zaire, volunteers trained in smallpox identification, record keeping and vaccination techniques served as team managers in the World Health Organization program of smallpox eradication in that country.

In the highland villages of Guatemala, volunteers trained in nutrition education have sparked the establishment of hundreds of school and family gardens that utilize low-cost land extension techniques.

In Korea, volunteers have devoted more than 315 person years to the control of tuberculosis, which is estimated to claim 20,000 Korean lives each year.

Former Volunteer Project

The Former Volunteer Project grew out of a commitment by both the Director and the ACTION staff, many of whom are former Peace Corps and VISTA volunteers, to involve former volunteers with the Agency's mission. The first step in this process was a letter sent by Sam Brown on May 16 to a sample of 10,000 former volunteers, inviting them to send their ideas and suggestions for the future and to help with summer recruitment.

Over 1,000 responses were received, indicating an interest in helping with recruiting (through referrals, public speaking, etc.) and/or the desire to be kept on the mailing list. In order to tabulate and follow-up the responses, the Former Volunteer Project was established with a staff of three.

The Project Coordinator works under the direction of the Former Volunteer Project Committee which is composed of representatives of virtually all areas of the Agency.

The Committee has supplied volunteer assistance to the Project staff by helping to develop a current address file of former volunteers with over 18,000 entries; plan a series of meetings with former volunteers in six cities across the country to explore opportunities for future former volunteer programming; and advise on the future of former volunteer involvement with ACTION.

The Project serves to:

- provide a liaison between ACTION and its former volunteers;
- develop a communications network among former volunteers and their organizations;
- develop specific areas for future programming, such as career assistance, transition assistance, involvement with recruitment, the Peace Corps Partnership and Speakers Bureau programs, agency programming, evaluation and staffing.

Personal Representative Service System (PRSS)

In FY 1977, ACTION/Office of Policy and Planning and the President's Committee on Mental Retardation (PCMR) jointly developed the PRSS project which trained volunteers and some paid professionals to represent retarded people and help them find and use services available to them.

The PRSS volunteer model is being tested in a 21-month demonstration project funded by ACTION in the Harrisburg, PA area. 100 intensively trained volunteers are handling an on-going caseload of 300 mentally retarded people with unmet needs. The project will assess the effectiveness and efficiency of the volunteers' work and of the project design.

Within the service delivery field, there is no comprehensive system responsive to the varied needs

of retarded persons. Service delivery is essentially at the disposition of the service providers, who establish and govern policies, set down eligibility rules, screen applicants for eligibility, and determine which services are to be made available. Counselors and case workers within the system are caught between meeting the unique requirements of the service applicants, and policies and rules of the agencies which may inhibit service delivery. Conflicts under such circumstances are almost invariably resolved in favor of the service providers.

In the PRSS model, user-accountability assures that in cases where there is an apparent conflict between user and service provider interests, the rights of the retarded persons are established and protected.

In addition to the Harrisburg base, a satellite office has been opened to better serve an eleven-county area. The PRSS model has been enthusiastically endorsed by PCMR and it is anticipated that a companion field demonstration, utilizing paid professionals in the personal representative role, will be funded by the Department of Health, Education and Welfare.

Criminal Justice

A recidivism demonstration program which used VISTA volunteers was evaluated in September, 1976. The evaluation showed: (1) program management and supervision was not adequate; (2) there was no evaluation design in each project model; and (3) VISTAs needed specialized training.

The most effective program model, according to the evaluator, was the Stone Mountain Correctional Institution (SMCI) Program which began in June, 1976, in Georgia. Because of its success in creating change in Georgia's correctional system by deeply involving citizen volunteers, more attention and work will be focused on this model.

The Georgia/ACTION model is unique in that two inmates of the SMCI are ACTION Special Volunteers. These volunteers, along with two other ACTION volunteers, provide program continuity non-existent in other criminal justice volunteer efforts. The two "street" volunteers are community resource mobilizers who work with ex-offenders who have already been screened by the inmate volunteers. The community volunteers help inmates re-enter society better equipped to handle the complex problems which they face.

This program, Project New-Life, won the National Volunteer Activist Award, an award sponsored by the National Center for Voluntary Action.

Due to the success of the SMCI, an administrative grant was given to refine and package program materials developed at Stone Mountain for use at institutions throughout the state of Georgia. The grant will cover the cost of training prison staffs in how to establish and administer training and to develop public information materials.

ACTION will hold a national criminal justice conference in early FY 78, to get ideas from citizens and prison experts about a possible role of voluntary action in the field of criminal justice.

Fixed Income Counseling

The Commission on Community Relations in Denver, Colorado, received second year funding from ACTION in October 1976 for the use of skilled volunteers to counsel people on fixed incomes. During FY 77, the program provided bilingual information to about 10,000 senior citizens, handicapped persons, the unemployed, displaced homemakers, single-head households and others on fixed or limited incomes in the Denver area.

About 300 volunteers with expertise in finance, nutrition, health care, transportation, etc. held over three hundred counseling sessions and workshops. In addition, thousands of "FIC Facts" were produced and distributed which provided people with timely, helpful hints on how to stretch their limited dollars—topics ranging from consumer shopping and monthly best food buys, to low cost services for transportation and home repairs.

The agency intends to expand the use of existing resources to help raise the real income of individuals near or below the poverty level by expanding Denver's activities to include: 1) the use of volunteers as advocates who work through such problems as eligibility rights and benefit entitlement for those who don't understand how to get access to the social welfare system, and 2) the mobilization and training of local volunteers from the community, and 3) volunteers to help solve consumer problems, and development of co-ops and coalitions, etc.

The Fixed Income Counseling program in Denver is a model which has successfully matched people versed in personal finance and consumer-

ism with the growing number of people on limited incomes in order to resolve or reduce their problems.

ACTION has funded the Denver program for FY 78, and intends to expand the successful concept by adding several projects in Orange County, California, one in the Northeast, and one in the South.

Women's Program

In FY 1977, the Office of Policy and Planning began to look seriously at the policy and planning issues which concern women who, as volunteers, staff the major service groups. This concern grew out of the women's movement where many women's groups argue that volunteering is another method through which the male society exploits women.

As the lead Federal agency fostering voluntary activity, ACTION began to gather information though conferences which explored women's relationships to voluntarism, meetings with representatives from women's organizations, and literature about the traditional roles of women volunteers and about on-going projects in ACTION's domestic programs.

A concept paper entitled Homemaker Opportunity Service Program (HOSP) was developed and circulated for comments among a wide range of individuals and groups in both the public and private sectors. HOSP would address the needs of displaced homemakers, young minority women and working class women by providing opportunities for community service as one way of making the transition to gainful employment, continued education, and personal or professional development. The plan also proposed the establishment of a volunteer Career Development Office which would provide volunteers in public and private institution with skills development assistance.

In addition, ACTION, with the help of a women-owned consulting firm, invited representatives from the major voluntary groups, such as the Junior League, American Red Cross, and NAACP, to participate in a series of forums in different parts of the country. The invitees represented a broad range of age, race, and socio-economic backgrounds and opinions about women's issues. The forums, entitled *"Women and Volunteering: A New Look,"* took place in Atlanta, Hartford and Queens. A report of these meetings was discussed at a final seminar in Washington, D.C.

The main concerns were:

- Potential for career development within voluntary groups.
- Opportunities for representation on boards of directors and for advancement to supervisory levels (whether paid or unpaid).
- Conversion of skills acquired through voluntary service to the paid job market.

The need for information, technical assistance and actual experience on these and other issues was emphasized. Generally, the concept paper respondents and the forum participants felt that ACTION has a dual responsibility: (1) to be an advocate for women's equity as volunteers and (2) to assure that they can be recipients of volunteer services in programs which respond to women's needs. A specific recommendation for ACTION would entail a legislative change. Many individuals with work, family or financial responsibilities have been precluded from participating in ACTION programs which require a one-year, full-time service commitment. The availability of options for short-term or part-time service would likely increase the participation of women.

Many community-based women's organizations are expressing interest in developing programs which would respond to displaced homemakers, victims of domestic violence, poverty, rape, and other specific needs. Domestic violence and displaced homemakers are both issues which received wide-spread attention in FY 1977. Bills which address the needs of these two target groups are currently under consideration in the Congress.

Following are samples of ACTION projects which are directed toward meeting the needs of women:

> *In Wellesley, Massachusetts, the Center for Research on Women in Higher Education and the Professions has begun a research project on the transferability of skills acquired through voluntarism to paid employment.*
>
> *In 1975, a VISTA volunteer helped organize El Centro Femenino Fuente del Sudeste Colorado. Later that year a second volunteer was assigned to assist in the Center. Today, it is a successful community organization run pri-*

marily by local volunteers, including some RSVP volunteers.

In another VISTA project, two volunteers are working in Minneapolis at the Harriet Tubman Women's Shelter, helping women to improve their self-reliance and their abilities to solve problems and make decisions.

In Indianapolis, the Columbus Women's Center is developing a VISTA project to provide a skill bank for unemployed and underemployed women and a career counseling program. A day care program is being established which will afford women the flexibility to work outside of the traditional 9 to 5 work hours. A pre-natal care program for low income women is being developed and assistance will be provided to rape victims.

The Women's Law Center in Dallas is conducting a Legal Intern project for high school students from Dallas Law Magnet School. The students are acquiring legal skills and learning to remove sex-role stereotyping in the law while serving as volunteers to the center.

In addition to serving in community women's centers, ACTION has women volunteering in projects ranging from solar energy development to provision of services to migrant farmworkers.

The knowledge of what women expect from ACTION and the impact and quality of many of the on-going programs has engendered a strong case for the continued development of a comprehensive ACTION program to focus on women as volunteers. The newly created Office of Voluntary Citizen Participation and the planned Task Force on Innovation will facilitate Agency ability to respond to identified needs. Those programs which appear most responsive, innovative, and potentially replicable will be given primary consideration.

Workplace Democracy

ACTION is the home of several Federal volunteer programs. Working at ACTION is unlike working in most Federal agencies. This Agency has a spirit which comes from the creativity of its employees, many of whom have served as volunteers in its programs.

To capitalize and expand on the spirit and enthusiasm of ACTION's employees, a quality of work-life project called Workplace Democracy has been established.

The ad-hoc committee of the project will explore broad alternatives for workplace governance, employee councils, participatory management, alternative personnel systems, risk-taking, etc.

This democratization will also be reflected in the structure of the Agency. Moving program authority to the State offices reflects the belief that people at the grassroots are as trustworthy and effective as the people who work in Washington, D.C. If people at the local, most affected level make the decisions in this Agency, two things will result: better decisions will be made and people will find their work more rewarding.

The other effect of democratization is a breaking down of the traditional boundaries between management and employees. Boundaries can be crossed in a positive way, in a spirit of mutuality rather than adversity. There is a network of ideas which, when developed in a workplace, can increase worker participation and enjoyment at all levels.

The first step is to develop a joint union-management plan which:

- defines the principles and goals for democratization such as security, equity, individuation, etc.;
- examines the structure of decision-making and determines how it can be expanded, how an agency can maintain effective business practices and become a place for human development;
- studies alternative methods of work with language and ideas understood by all;
- respects the differences in character and motivation of the participants, and
- develops decisions in terms of the agreed-upon strategy.

Workplace democracy demands people who are willing to take chances, to live their ideals. The next year should bring interesting changes to the concept of "workplace" at this Agency.

Blue Collar Cadre

The Office of Policy and Planning, in cooperation with the Peace Corps, Domestic Operations and the Office of Recruitment is conducting a study under contract to the National Center for Urban Ethnic Affairs (NCUEA) of the factors which may inhibit members of working class, ethnic

communities and groups from participating in full-time volunteer programs in both the United States and abroad. Special attention will be focused in the recommendations on the extent to which the following possibilities would permit or encourage greater participation:

- short-term service
- intensive technical or trades training in skills related to future employment opportunities
- post-service assistance in identifying employment
- combined domestic and overseas service

It is anticipated that this study may lay the groundwork for the development of a program model for a "Blue Collar Cadre." Participants in such a program might serve overseas for less than two years as part of a larger project which would also involve intensive trades training in this country prior to overseas service, coupled with work in neighborhood revitalization and reconstruction projects on their return from overseas.

NCUEA will produce a report that will be used as a discussion paper for several meetings between ACTION staff and community/neighborhood group leaders as well as union leaders.

Health

The Office of Policy and Planning, with assistance from the Director's Office and the Peace Corps, has begun to explore the possibilities of implementing a new overseas short-term medical assistance program. The purpose of this new program is two-fold: first, to aid, complement and support on-going Peace Corps Health/Nutrition projects, particularly in critical areas like vector control or immunization; and second, to engage non-traditional types of volunteers such as health professionals, medical students or other skilled health technicians in Peace Corps projects. It is further intended that this new short-term (3 to 4 months) delivery mechanism will:

- be highly visible with project resources concentrated for measurable impact
- entail recurrent cycles of volunteer placements
- engage multiple levels of volunteer skills—generalists, practitioners, health professionals and para-professionals
- involve collaborative efforts with both private U.S. and international health assistance efforts, yet avoid dependence on those organizations to provide equipment and material supports, and
- may involve emergency or disaster assistance

Project options may include:

1. *Individual placements* of volunteers in either Peace Corps projects or local clinics
2. *Team placements* of carefully selected and matched health professionals and para-professionals for direct care or training assignments of primary care workers
3. *Group placements* of medical/dental students or health para-professionals in mass immunization projects, health surveys, testing or census work
4. *Integrated domestic and international volunteer service placements* which involve short-term volunteers in both the international and domestic programs of ACTION

In preparing its plans for short-term health assistance, ACTION will endeavor to avoid duplicating existing short-term medical assistance programs now operating in the U.S. private sector (PVOs, medical institutions and universities). Efforts are now underway to seek collaborative relationships with these programs and design joint projects overseas which productively intermesh public and private resources.

Finally, the possibilities for interaction with the American Medical Student Association have already been explored. There now appears strong mutual interest for short-term programs which specifically engage third and fourth year medical/dental students.

Anti-Desertification

Desertification is the biological degradation of land created by a combination of fluctuations in the natural environment—drought, dust storms, dune progression—and changes in human use or overuse of the vegetation in arid climates. The interaction of agriculture-based, animal-based and urban-based livelihood systems on dry lands can irreversibly deteriorate those marginal lands to a point that they become economically useless.

When this desertification process starts, its nat-

ural and social consequences are enormous. Diminished crop productivity and reduced herd size dramatically affect subsistence farmers and herders. Deterioration of health and well-being follow. Dislocation-migration-resettlement problems develop and severely strain the "resettlement area" ecosystem's ability to sustain additional people and animals. The fragile economic support system of an area undergoing desertification is torn apart. It is a devastating spiral which affects approximately 14% of the world's population. 628 million people live in dry lands, about 78 million of them affected by severe (productivity threatened) or very severe (economically irreversible) desertification.

To combat this problem, a global attack has been launched, led by those most affected, the developing countries themselves. They are bringing international and local resources to bear on a development issue which crosses national boundaries.

The United Nations Desertification Conference in Nairobi, Kenya, helped fix world-wide attention on efforts to stop desertification. The United States' delegation presented an initiative which could place up to 1,000 Peace Corps volunteers in anti-desertification programs around the world.

This marked the first time that the Peace Corps was actively involved in helping to shape U.S. policy and in officially representing this country in a major international development forum.

Based on the specific recommendations of the UN Plan of Action for anti-desertification efforts, the following are areas of skills and activities in which volunteers could have the greatest impact:

- desertification surveys and monitoring
- land use practices
- water and range management
- [illegible]rrigation
- [illegible]on
- [illegible]phic policies
- he[illegible]
- human settlements
- monitoring the human condition
- drought management
- energy
- training, education and information

The Club des Amis du Sahel is a consortium of donor nations interested in the long-range development of the Sahel. The secretariat is in Paris. Le Comite Permanent Inter-Etats pour la Lutte contre la Secheresse dans le Sahel (CILSS) is a consortium of Sahelian nations which have banded together to develop a 20-year development plan in cooperation with the Club. The CILSS secretariat is in Ouagadougou, Upper Volta. The two organizations seek to:

- end chronic physical vulnerability in the region by developing existing land and water resources
- end crippling human vulnerability by controlling endemic diseases, building health delivery systems and developing human resources

The plan to end these vulnerabilities of the Sahel has two phases:

Phase I

- improve the capacity and productivity of existing resources—manpower and agricultural lands
- plan for the development of the river basins and other water resources of the area
- improve the health, education and nutrition status of the population

Phase II

- achieve self-sustaining economic growth and development
- begin phased river-basin development
- complete major transportation links
- expand the capacity for the export of livestock and agricultural products

The use of volunteers to help stabilize the tenuous relationship between people, plants, animals, water, soil and atmosphere in the dry lands is a contribution that the Peace Corps has been working at bilaterally with the affected nations for over a decade.

The Peace Corps is vigorously exploring possibilities for more volunteer participation in anti-desertification projects designed by CILSS and financed by the Club.

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